



JOURNAL

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SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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VOLUME 49, NUMBER 11



SAN FRANCISCO, NOVEMBER 2017



www.sfpoa.org

October 2017 — One for the record book

Prevailing with Strength and Unity

By Martin Halloran,
SFPOA President

The month of October has proven to be one of the most trying and difficult periods in recent history, both of the department and the POA. Early in the month, we were hit hard and to the core with the senseless death of Stacee Etcheber during the massacre in Las Vegas. Stacee and her husband, veteran officer Vinnie Etcheber, were at the concert when the shots rang out. Vinnie told Stacee to run while he immediately began to drag people to safety and render aid to those who were injured. Stacee did not survive.

It has been difficult for many officers, including myself, to wrap our heads around this tragic event and deal with the loss of such a wonderful, loving, and caring wife, mother, daughter, and friend. We have seen enough death and violence on the job, but we never thought it would hit so close to home.

While we were escorting Stacee to her place of rest in Novato on the day of the funeral, it was impossible to dismiss the enormous disaster unfolding around us in the north bay. As the procession was being led by the SFPD Traffic Company and the California Highway Patrol the thick smoke in the air reminded us of those who had lost their lives and those who had lost their homes in the devastat-



tating wildfires in Sonoma and Napa Counties.

The POA had active and retired members lose everything in these infernos, and many members were displaced. Regardless, our members responded to the fire zones to provide mutual aid to our brothers and sisters in those jurisdictions who were completely overwhelmed and overworked for such a catastrophic event.

During these difficult days we sadly and suddenly lost the wife of one of our members assigned to the TAC/EOD Unit. Another loss that has hit us hard and makes us re-examine our direction and our purpose.

The hits kept coming when on October 18th Officer Elia Lewin-Tankel was deliberately and viciously struck down by a crazed, repeat violent felon using a three-thousand-pound vehicle as a weapon. Elia sustained massive head injuries for which he is still in the ICU ward at San Francisco General Hospital. The prior convicted felon is in custody being cared for at the county jail while Elia struggles in pain every day. I'm sorry but I am not and cannot be objective here.

Throughout all of these traumatic and horrific events there has been one thing that has shined through for us who have chosen or who have been called to this profession.

The tremendous support and outreach by those who we serve and those who we have never even had any contact with has been beyond belief. The Etcheber and Lewin-Tankel family members, along with others impacted by these life altering events, cannot thank you and the community enough, and neither can I.

There were so many displays of heartfelt sympathy and condolences demonstrated by law enforcement and by the public at large after all of these tragedies. But, there is one that still sticks in my

mind. I shared this story with my fellow officers after we laid Stacee to rest in Novato, and many of them noted the same thing I did.

As we escorted Stacee north on 101 led by the huge motorcycle contingency, the freeway was cleared of all other vehicles. At the overpasses there were civilians along with uniformed police and fire personnel standing at attention. We have seen this before and it is impressive to even veteran officers.

At one point, on the almost deserted freeway, I noticed a yellow tow truck on the right shoulder with the driver assisting a stranded motorist. As the procession approached, the tow truck driver stopped what he was doing, he stood at attention, and he placed his hand over his heart while the female stranded motorist stood by his side. It was respectful and touching and demonstrated the support we have from all whom we serve.

Even though we are hurting and struggling in these times it is knowing that we have the support from our community that comforts us and pushes us on to serve, protect, and prevail. We thank you.

Slainte!

See pages 4 and 15 for information on how to help the Lewin-Tankel and Etcheber families.

November 11th is Veterans' Day

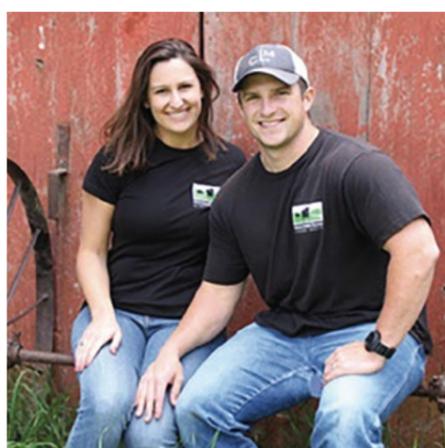
Honor America's Veterans

November 11th is Veterans Day. On this important national holiday, please take the time to thank a military veteran for his or her service to our country. Join with us, the men and women of the San Francisco Police Officers Association, in honoring all of America's military veterans, and those brave and dedicated men and women currently serving at home and abroad.

The 2017 San Francisco Veterans' Day Parade will be held at Fisherman's Wharf on Sunday, November 12, 2017. The parade will start on the Embarcadero at North Point Street, and proceed west down Jefferson Street, pass the reviewing stand on Jefferson Street, near Leavenworth Street, and then disband.



Wounded Police Officer from Novato Makes Difference for Vets



Corey and Kevin Downs

By Paul Liberatore,
Marin Independent Journal

When San Francisco police officer Kevin Downs was shot in the head and partially paralyzed while on duty last year, he and his wife, Corey, were grateful for the many offers of help and support they received in that dark hour.

For him and his wife [Corey], that disparity underlines the importance of the work they've been doing with post-9/11 military veterans through Ranchin' Vets, a nonprofit they founded five years ago. The organization places veterans in jobs on ranches and farms, giving them hon-

est work and helping them in their transition from military to civilian life. Its motto: "Serving those who have served us."



Read the complete and inspiring Ranchin' Vets story at this link:

<http://www.marinij.com/article/NO/20170930/NEWS/170939984#>

Visit Ranchin' Vets web site to serve a veteran: <http://www.ranchinvets.org>

Minutes of the October 18, 2017, Board of Directors Meeting

Call To Order

Sergeant at Arms Val Kirwan called the meeting to order at 1203 hours.

Sergeant at Arms Val Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty. President Halloran also asked for a moment of silence for the passing of Stacey Etcheber, the wife of Officer Vinnie Etcheber and Rochelle Anderson, the wife of Officer Tim Anderson.

Roll Call

Secretary Andreotti conducted roll call. Twenty five (25) board of director members were present while eleven (11) were excused.

Approval Of September 2017 Board Minutes

A motion to approve the September 2017 meeting minutes was made by Vice

President Montoya and seconded by Board of Director member Dan Laval. The minutes were approved with a unanimous vote.

Presentation

Mr. Jim Clifford, real estate agent for Montgomery Advisors made a presentation regarding the SFPOA's property at 2nd Street and Townsend Street. Mr. Clifford advised the Paragon restaurant closed as of 10/13/2017 as their lease expired. Mr. Clifford said the San Francisco commercial rental space has seen a 33% increase in rent in the last 12 months. Mr. Clifford is optimistic that a long term (15 year) replacement tenant can be located. The new tenant will more likely be a well established business in lieu of a restaurant.

President's Message

President Halloran extended congratulations to recently promoted Board

of Director members Gavin McEachern, Chris Canning, Chris Del Gandio and Treasurer Sean Perdomo who were all promoted to the rank of lieutenant.

The monthly board of directors meeting was abruptly concluded due to the critical incident involving Officer Elia Lewin-Tankel.

Vice President's Message

None

Treasurer's Report

None

New Business

None

Old Business

None

Financial Requests

None

Adjournment

Vice President Montoya made a motion to abruptly adjourn the meeting due to the critical incident involving Officer Elia Lewin-Tankel. President Halloran seconded the motion to adjourn the meeting in the memory of Stacey Etcheber and Rochelle Anderson. The motion passed unanimously. The meeting was adjourned at 1225 hours.

Submitted by

Rick Andreotti, Secretary

**These minutes will not be adopted by the Board of Directors until the next General Membership meeting. Corrections and amendments might be made prior to a vote to enter the minutes into the permanent record. All corrections and/or amendments will be published in the succeeding issue of the Journal.*

Board of Directors Meeting Roll Call Wednesday, October 18, 2017

President	Martin Halloran	P	Co. G	Christopher Del Gandio	E
Vice President	Tony Montoya	P		Damon Keeve	P
Secretary	Rick Andreotti	P	Co. H	David Lee	P
Treasurer	Sean Perdomo	E		James Trail	E
Sergeant-At-Arms	Val Kirwan	P	Co. I	Michael Ferraresi	P
Editor	Ray Shine	E		Shawn Imhoff	E
Co. A	Larry Chan	E	Co. J	Michael Koniaris	P
	Robert Duffield	P		Kevin Lyons	P
Co. B	Damon Hart	P	Co. K	Crispin Jones	E
	Louis Wong	P		Frank Pereira	P
Co. C	Maris Goldsborough	P	Hdqtr.	Matt Lobre	P
	Tracy McCray	P		James O'Meara	P
Co. D	Mikayla Connell	E	Tactical	Dan Laval	P
	Scott Edwards	P		Gavin McEachern	E
Co. E	Joan Cronin	P	Invest.	Chris Canning	E
	Jesus Peña	P		Ed Carew	E
Co. F	Jeremy Cummings	E	Airport	Angelique Marin	P
	Greg Stechschulte	P		Reynaldo Serrano	P
			Retired	Ray Allen	P

The San Francisco Police Officers Association

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www.sfpoa.org

SFPOA BOARD OF DIRECTORS

PRESIDENT	Martin Halloran	Co. G	Christopher Del Gandio, Damon Keeve
VICE PRESIDENT	Tony Montoya	Co. H	David Lee, James Trail
SECRETARY	Rick Andreotti	Co. I	Michael Ferraresi, Shawn Imhoff
TREASURER	Sean Perdomo	Co. J	Michael Koniaris, Kevin Lyons
SERGEANT-AT-ARMS	Val Kirwan	Co. K	Crispin Jones, Frank Pereira
Co. A	Larry Chan, Robert Duffield	TAC	Dan Laval, Gavin McEachern
Co. B	Damon Hart, Louis Wong	HEADQUARTERS	Matt Lobre, James O'Meara
Co. C	Maris Goldsborough, Tracy McCray	INVESTIGATIONS	Chris Canning, Ed Carew
Co. D	Mikayla Connell, Scott Edwards	AIRPORT BUREAU	Angelique Marin,
Co. E	Joan Cronin, Jesus Peña	RETIRED	Reynaldo Serrano
Co. F	Jeremy Cummings, Greg Stechschulte		Ray Allen

ASSOCIATION OFFICE: (415) 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, *POA Journal*, 800 Bryant St., 2nd Floor, San Francisco, CA 94103. No responsibility whatever is assumed by the *POA Journal* and/or the San Francisco Police Officers Association for unsolicited material.

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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

- Address letters to the Editor's Mail Box, 800 Bryant St., 2nd Floor, San Francisco, CA 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced, or submitted via e-mail or on disk in Microsoft Word.

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San Francisco Police Officers Association Editorial Policy

The *POA Journal* and the POA web site (www.sfpoa.org) are the official publications of the San Francisco Police Officers Association and are published to express the policies, ideals, and accomplishments of the Association. The following provisions that are specific to the publication of the *POA Journal* shall also be applicable to publication of material on the POA web site to any extent that is practical. Publication of material in the *POA Journal* or on the POA web site does not necessarily include publication on or in both instruments of communication. Nor does the following editorial policy for the *POA Journal* preclude a different or contrary editorial policy for the POA web site.

Member Opinions and Commentary: Unsolicited Written Material

A member or group of members may submit **unsolicited written material** to the *POA Journal* that expresses his/her/their opinion(s) and concerns within the following limitations and guidelines:

- Such material must be addressed as a letter or mail using common salutations such as "Dear POA," "Editor," "SFPOA" "Dear POA Members" etc.
- Such material must be authored and signed by the member(s) making the submission. Anonymous submissions will not be published.
- Such material must be factually correct and presented in a respectful and civil manner.
- Such material can not be slanderous, unnecessarily inflammatory, sexist, racist, or otherwise offensive, nor can it be disparaging of any member or bring upon them unwarranted accusation or rebuke, either express or implied.
- Such material can be forwarded to the editor by electronic mail, US Mail, inter-departmental mail or other written communication, or delivered in person to the editor or to any person in the POA office.
- Upon receipt of such material, the editor shall cause it to be published in the next regular printing of the *POA Journal*, or in a future issue designated by the submitting member provided that the content complies with all the provisions of this policy. Such material will not necessarily appear in more than one issue of the *POA Journal*.
- Such material will be published in a designated section that shall be clearly titled as "Letters to the Editor," "Letters to the Journal," "Mail" or other similar title indicating that the material included therein is the express opinion of the author(s) and not necessarily that of the SFPOA or any of its elected or appointed officers.
- Depending upon considerations of timeliness and space, the editor reserves the right to withhold publication of such material for as many as two issues. The editor also reserves the right to decline to publish material beyond a date wherein the context of the material is no longer timely.
- All such material is subject to editing for grammar and punctuation. Portions of a submission may be omitted for considerations of space so long as the general context of the material is not significantly diminished or altered.
- The editor may select portions of a submission to be highlighted in a common editorial manner such as pull quotes, sub-heads, or kickers.

Other Submitted Material

All other written, photographic, or graphic material must be:

- Specifically solicited by the editor;
- Or be unsolicited material that may be published at the discretion of the editor, and in accordance with other applicable sections of this editorial policy and Article XI, Section 8(e) of the by-laws.

Minutes of the October 23, 2017, Board of Directors Meeting

Call To Order

Sergeant at Arms Val Kirwan called the meeting to order at 1205 hours.

Sergeant at Arms Val Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty. President Halloran also asked for members to pray for Officer Elia Lewin-Tankel and his family.

Roll Call

Secretary Andreotti conducted roll call. Twenty two (22) board of director members were present while twelve (12) were excused.

Approval Of September 2017 Board Minutes

Completed during the 10/18/2017 board of directors meeting.

Presentation

Completed during the 10/18/2017 board of directors meeting.

President's Message

President Halloran advised the board of directors that Chief Scott plans on eliminating the mute function on the department's body worn cameras (BWC). President Halloran told the chief that the SFPOA is opposed to the elimination of the mute function on the BWC. After this meeting, SFPOA attorney Gregg Adam sent the department a letter notifying the department that this issue falls under meet and confer with the POA. A meet and confer will be triggered once the department issues the department bulletin

officially eliminating the mute function.

President Halloran introduced attorney Matthew Taylor. Mr. Taylor was recently hired by the firm Messing, Adam & Jasmine. He will be working closely with SFPOA counsel Gregg Adam.

President Halloran discussed the recent sergeant, lieutenant, and captain promotions made by Chief Scott. President Halloran stated he hired "rule of 10" expert Larry Meyers, Ph.D.

President Halloran requested that Dr. Meyers review the recent promotions and provide his expert opinion on whether Chief Scott followed the rule of ten. Dr. Meyers conducted his analysis and determined the chief followed the rule of ten with the sergeant and lieutenant promotions. Dr. Meyers' expert opinion is that Chief Scott did not follow the rule of ten with the captains promotions. Board of director members along with several members of the POA who attended the meeting had lengthy conversations regarding potential options.

Attorney Gregg Adam informed the board of directors that any rule of ten violation would go before the Civil Service Commission and warned that filing a grievance with the Civil Service Commission is time sensitive.

President Halloran recommended that personnel passed for promotion make an appointment with the chief. Chief Scott will meet with personnel who were skipped for fifteen minutes. President Halloran informed the board of directors that he will first discuss potential options with the executive board members and attorney Gregg Adams before returning to the board of directors.

President Halloran informed the board of directors regarding the department taking member's blood pressure before their bi-annual physical test at the academy. Members have never been prevented from receiving PE time with a successful test due to blood pressure. The POA is challenging the taking of a member's blood pressure as this triggers a meet and confer between the department and the POA.

President Halloran informed the board of directors that the POA is challenging the department with regards to allowing reserve officers and Proposition F 960 officers to wear the uniform of the rank they held at the time they retired from the department. Currently there is a reserve officer who is wearing his deputy chief uniform while performing his reserve officer duties. This can be confusing to officers in the field.

President Halloran announced this year's general membership meeting will be held on 11/16/2017 at the Irish Cultural Center. The POA will be providing food, drinks and a turkey to all active members who attend the meeting. Chief Scott has been invited to the meeting as he attends POA board of director meetings on a quarterly basis. Cocktails will begin at 1730 hours. The meeting will start at 1800 hours.

Supervisor Jeff Sheehy is up for re-election for District 8. The POA is endorsing Supervisor Sheehy. President Halloran said the POA will be participating in a precinct walk on Saturday 11/08/2017 at 1000 hours. The location has yet to be determined. President Halloran requested volunteers to help pass out flyers. In addition, kids who participate and who are supervised by an adult will be paid for their participation.

Vice President's Message

Excused from the meeting.

President Halloran informed the board that the negotiation team chaired by Vice President Montoya had one official meeting with the Department of Human Resources. An arbitrator has been chosen, mediation dates are set for April 2018 and arbitration dates are set for May 2018. President Halloran reminded the board of directors that any contract items agreed on have to be voted on by the membership and then go before the San Francisco Board of Supervisors for two readings before adoption. An arbitrator's

ruling is binding and is not voted on by the membership and does not go before the San Francisco Board of Supervisors.

Treasurer's Report

Treasure Perdomo advised the board of directors that the POA is under budget thus far this year.

New Business

Board of Director Damon Keeve informed the board of directors that he has received several questions from members regarding the apparent reinstatement of the Investigation Bureau. Questions fielded include the future of the station investigation teams (SIT), schedule for the new investigative units and transfer requests. President Halloran said he would attempt to get answers to these questions and report back to the board of directors.

Board of Director Jesus Peña has received questions from members regarding a change to the overtime rules. Board members advised that if an officer has reached his or her 40 hour limit and then have mandatory overtime such as court, they are to notify their station captain.

Old Business

Sergeant at Arms Kirwan informed the board of directors that the recent poker tournament was the most successful fundraiser in POA history. Great job by all the members who helped make this such a successful event!

Financial Requests

None

Adjournment

Board of Director Crispin Jones made a motion to adjourn the meeting. Board of Director Damon Keeve seconded the motion. The motion passed unanimously. The meeting was adjourned at 1336 hours.

Submitted by
Rick Andreotti, Secretary

**These minutes will not be adopted by the Board of Directors until the next General Membership meeting. Corrections and amendments might be made prior to a vote to enter the minutes into the permanent record. All corrections and/or amendments will be published in the succeeding issue of the Journal.*

Board of Directors Meeting Roll Call Monday, October 23, 2017

President	Martin Halloran	P
Vice President	Tony Montoya	E
Secretary	Rick Andreotti	P
Treasurer	Sean Perdomo	E
Sergeant-At-Arms	Val Kirwan	P
Editor	Ray Shine	E
Co. A	Larry Chan	P
	Robert Duffield	P
Co. B	Damon Hart	E
	Louis Wong	P
Co. C	Maris Goldsborough	P
	Tracy McCray	P
Co. D	Mikayla Connell	P
	Scott Edwards	E
Co. E	Joan Cronin	P
	Jesus Peña	P
Co. F	Jeremy Cummings	P
	Greg Stechschulte	P
Co. G	Christopher Del Gandio	E
	Damon Keeve	P
Co. H	David Lee	E
	James Trail	E
Co. I	Michael Ferraresi	E
	Shawn Imhoff	E
Co. J	Michael Koniaris	E
	Kevin Lyons	P
Co. K	Crispin Jones	P
	Frank Pereira	P
Hdqtr.	Matt Lobre	E
	James O'Meara	P
Tactical	Dan Laval	P
	Gavin McEachern	E
Invest.	Chris Canning	E
	Ed Carew	P
Airport	Angelique Marin	P
	Reynaldo Serrano	E
Retired	Ray Allen	P



San Francisco Police Officers Association
800 Bryant St., 2nd Floor
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Office Hours M/F 9AM - 4PM

October 24, 2017

**B
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TO: All Members

#2017-37

FROM: Rick Andreotti, Secretary

Special Election for SFPOA Board of Directors

There are vacancies for the following:

Headquarters (1)
Richmond Station (1)
Tactical Company (1)

Written nominations should be sent to Secretary Rick Andreotti at (rick@sfpoa.org) no later than 0800 hours on November 16, 2017. (Please include contact information for the nominee.)

Nominations will also be taken from the floor at the General Membership Meeting November 16, 2017.

If there is a need for an election, the dates will be determined after nominations are received.



Support Officer Elia Lewin-Tankel

To: All Members
From: Martin Halloran

Our brother SFPD Officer Elia Lewin-Tankel suffered serious injuries while serving and protecting the people of San Francisco. Elia is still in the ICU at SFGH and he needs our support. Please consider a donation to the GoFundMe account established for Elia and his wife. Thank you.

DONATE TO SUPPORT ELIA

<https://www.gofundme.com/support-officer-elia>



Community Comes Together in Support of SFPD Officer Seriously Injured in Hit-and-Run Collision

By Joe Fitzgerald Rodriguez and Michael Barba
San Francisco Examiner, October 19, 2017 1:50 pm

A San Francisco police officer clung to life Thursday after a driver allegedly struck him the day prior while fleeing police near Civic Center.

Elia Lewin-Tankel, a 32-year-old officer at Tenderloin Station who joined the San Francisco Police Department in 2012, underwent surgery at Zuckerberg San Francisco General Hospital and remained in critical condition Thursday.

Lewin-Tankel was on his bicycle assisting officers chasing the driver of a stolen vehicle when the suspect allegedly struck him near Turk Street and Van Ness Avenue. [Chief] Scott said the driver was a suspect in a gun case.

Maurquise Johnson, 50, was booked into County Jail on suspicion of attempted murder, hit-and-run driving, evading an officer with willful disregard and other charges, according to the Sheriff's Department.

Court records show that Johnson has a history of encounters with law enforcement, including a recent conviction for possession of a controlled substance on Feb. 7.



To read the entire story, go to:
<http://www.sfexaminer.com/officer-critical-condition-crash-idd-four-year-sfpd-veteran/>

A sampling of Facebook comments:

"Prayers to you and your family....and thank you for your service to us....."
— *Jacque Villa*

"You are in our prayers. God bless you and your family, both personal and professional."
— *Jackie Villanueva*

"Praying for a speedy recovery officer! May God's healing hands will work on your whole body!! God bless you."
— *Emerita Baptista Corpuz*

"Prayers for him. I watched the ambulance pull in at SFGH."
— *Judith Laskowski*

Suspect in Hit-and-Run that Injured San Francisco Cop Pleads Not Guilty

By Lyanne Melendez, KGO - abc7news
Friday, October 20, 2017 05:13PM

SAN FRANCISCO (KGO) -- The man suspected of running down a San Francisco police officer pleaded not guilty Friday in court. The suspect who calls himself Willie Flanigan has been charged with attempted murder, among other charges.

Police officers from different stations waited outside the courtroom as the man accused of running down Officer Elia Lewin-Tankel made his first court appearance.

The suspect goes by several names — including Maurquise Johnson, but Friday he corrected the judge and gave another name — Willie Flanigan.

A public defender was appointed in the case, which has many witnesses.

For the complete story, go to:
<http://abc7news.com/suspect-in-hit-and-run-that-injured-sf-cop-pleads-not-guilty/2553693/http%3A%2F%2Fabc7news.com%2F2553693%2F>



A sampling of Facebook comments:

"Hmmm...homeless, driving a Lexus SUV that he abandoned, severe damage to front, suffering from PTSD from prior PD encounter; what a scumbag! Prayers to Officer Elia."
— *Richard Woo*

"NOT GUILTY.....REALLY!!! Hope a harsher sentence will be imposed for YOUR actions. Should of plead GUILTY as you are. Prayers for Elia, his Family, Friends and SFPD."
— *Christine Fuller*

"Good job Sgt. Moody and SFPD!"
— *Mo Hegler*

— *Mo Hegler*



City and County of San Francisco
POLICE DEPARTMENT
MEDIA RELATIONS UNIT
1245 3rd Street, 6th Floor
San Francisco, California 94158



NEWS RELEASE

October 19, 2017
17-163

Update on SFPD Officer Critically Injured By Fleeing Suspect

The family of Officer Elia Lewin-Tankel and SFPD members today received updates from Zuckerberg San Francisco General Hospital staff on the officer's medical status. Ofc. Lewin-Tankel, assigned to Tenderloin Station, was on a bicycle beat Wednesday, October 18th, 2017, when he was struck by a fleeing suspect's vehicle on the mid-block of Turk Street between Van Ness Avenue and Franklin Street. After undergoing surgery yesterday, Ofc. Lewin-Tankel remains in critical condition in the intensive care unit.

Elia Lewin-Tankel, 32 years of age, began his career with the San Francisco Police Department in 2012 and worked at several stations before being permanently assigned to Tenderloin Station in March 2016. Elia chose to be assigned to Tenderloin Police Station which is one of the busiest, most demanding districts, a testament to his dedication to serving the residents of San Francisco.

During his five years with the Department, Elia has been recognized numerous times for outstanding police work. In 2015, Elia was the recipient of SFPD's Purple Heart Award as the result of an incident in which he was injured as a direct result of actions he took to prevent serious injury or loss of life to members of the community.

Elia is well-liked and respected by all his colleagues and is a valued member of the Department. Elia recently started law school and teaches Jiu Jitsu to others in the department and the community. He also volunteers for many events within the Tenderloin.

The department is working to support Elia's family and his colleagues. Elia's family asks, "Everyone to send good energy and prayers for his recovery, which we know will happen, because Elia is a survivor."

Officer Lewin-Tankel's family asks for privacy at this difficult time. The Media Relations Unit will provide updates on his condition as they become available.



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SERVING ALL OF CALIFORNIA

The Prince of St. Francis Wood Yearns Now to be a Prosecutor

By Paul Chignel
Former POA President and
Current Legal Defense Administrator

In a surprise move Public Defender Jeff Adachi has added a new task to his innumerable present duties, which include trashing the pension rights of public employees, representing every innocent person on the planet in our criminal justice system, holding press conferences with a compliant media to complain constantly about police conduct, jaywalking on Bryant street narrowly avoiding automobiles, and managing badly his merry band of political hires.

What is the surprise move? Adachi now wants to prosecute police officers. What?

The current District Attorney completed an exhaustive review of a 2016 shooting involving Sergeant Justin Erb of the San Francisco Police Department. He opined that the Sergeant was justified in shooting a suspect in a stolen vehicle who was driving towards the Sergeant. The District Attorney's report states that "all of the available evidence suggests Sergeant Erb faced a volatile and unpredictable situation looking uphill



Paul Chignel

at an approaching car when he fired his gun at Williams. The available evidence does not support the conclusion that Sergeant Erb's use of deadly force was objectively unreasonable". In addition, a independent witness stated that she thought the driver "wanted to run the cop over".

But Adachi was quoted by his soul-mate at the Chronicle, Vivian Ho, that he was "flabbergasted that the DA is

saying it's ok to shoot at a person who appears to have been fleeing in a car." He went on to say that the officer could have stepped out of the way. I assume Adachi's opinion trumps the specific evidence showing that the Sergeant had no choice but to use his firearm as the twenty-two (22) page report clearly and convincingly shows.

Of course, Jeff knows it all because Jeff is the Prince of St. Francis Wood, and the paragon of virtue in commenting on every aspect of the criminal justice system.

The Prince

Besides excoriating police officers performing their duties Adachi has had time to attempt to promulgate two Charter amendments to dismantle pension benefits for middle class public employees in San Francisco. Both Charter amendments failed miserably as the electorate rejected his transparent attempts to promote an issue to use for political gain. What is most galling about those electoral episodes is that Adachi owns a three million dollar home in the tony and rarefied atmosphere of St. Francis Wood. He is also the prospective recipient of a high three figure pension. The hypocrisy of his electoral shenanigans is obvious as the fog that permeates the Golden Gate Bridge.

gans is obvious as the fog that permeates the Golden Gate Bridge.

Down in the South of Market Flats

Adachi journeys from St. Francis Wood to his conclave on the 500 block of 7th Street south of Market. There he manages a bloated staff of political hires bereft of civil service. From time to time the Prince journeys to the steps of the Hall of Justice to promote rallies while being paid by the taxpayers to support causes, usually involving bashing the San Francisco Police Department.

On occasion he dashes to wherever the clown needs to go by jaywalking on Bryant Street narrowly missing motorists.

This is our audacious and deficient public servant.

Next Stop for The Prince

The Prince ran for Mayor a few years ago and was trashed by the voters.

Now that he has pontificated about how Sgt. Justin Erb should have been prosecuted with his garbage comments, his zeal for prosecution has come to the fore. Could this clown be preparing for a prosecution career?

Nothing would surprise me from this ne'er-do-well.

Mr. Adachi, You are Neither Balanced nor Objective

To: All Members
From Martin Halloran

Once again Public Defender Jeff Adachi has jumped on his soapbox and is crying foul in order to garnish any type of media attention. Mr. Adachi statements to SFGate on October 19, 2017 further demonstrates that facts and evidence do not seem to matter to him when it does not fit his agenda or false narrative.

It is the POA that is "flabbergasted and outraged" with Mr. Adachi's distortion of the truth. Therefore we have sent a letter (click here to read) to Mr. Adachi stating the true facts.

<http://www.sfgate.com/crime/article/San-Francisco-officer-cleared-in-shooting-of-12289247.php>



A sampling of Facebook comments:

"Thanks Marty." — EB Twang

"Adachi is a punk." — Charles Gallman

"When this officer had a split second to react he did what he could to save his life. His life matters way more than a criminal. You have no idea what it's like to make a decision in a situation like that." — Anita Viola

"Aside from the actual situation, what's the reason Adachi's opinion was even sought? He's the Public Defender, not in a victim rights role." — Monica E. McGuire

"Make sure you take the time to read Mr. Halloran's letter to that gobshite Adachi. It won't disappoint." — Kevin Reavey

"If JA was in the path of the Honda, he wouldn't be so outraged. Idiot!" — Espie Luna Cobos

"So, it's ok for someone to try to run over a Police Officer, but not ok for him to defend himself? San Francisco Legislators you are disgrace." — Teresa Wentworth

"He doesn't care about the criminals at all. His agenda is to run for Mayor again or stay as the Public Defender. He's a complete Idiot." — Chuck Lofgren

"Adachi needs to go. He is a danger to the citizens of San Francisco." — Eugene Cerbone

"Thank you Marty Halloran for doing a wonderful job speaking out what is right. The public needs to hear this." — Donna DeMar Loftus



SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 Bryant Street, Second Floor
San Francisco, CA 94103
415.861.5060 tel
415.552.5741 fax
www.sfpoa.org

MARTIN HALLORAN
President
TONY MONTOYA
Vice President
RICK ANDREOTTI
Secretary
SEAN PERDOMO
Treasurer
VAL KIRWAN
Sergeant At Arms

October 20, 2017

Jeff Adach
San Francisco Public Defender
555 7th Street
San Francisco, CA 94103

Mr. Adachi:

I read your comments in Vivian Ho's October 19, 2017 SFGate article. Your comments show you are neither balanced nor objective but instead a caricature of an officer of the court.

You feign "outrage" about the District Attorney's decision to not file criminal charges against officers involved in a justified shooting that occurred on May 19, 2016, and you disingenuously claim that the officer could have simply stepped aside from the oncoming vehicle.

Nonsense.

You know well (since you are privy to the facts of the case) that:

- The suspect's vehicle was NOT fleeing from Sergeant Erb;
- It was demonstrably barreling TOWARDS him; and
- Erb could not have "easily stepped out of the way" because he was OBSTRUCTED by parked cars, an unclimbable fence and the suspect's ramming car.

The contrast between officers like Sergeant Erb and you is stark. You pontificate from your office, disrespecting officers and disregarding the truth for your own self-aggrandizement; they put their lives on the line to keep others safe — literally, as yesterday's tragedy involving Officer Lewin-Tankel shows.

The death of Jessica Williams was a tragedy, too. But all reports conclude that Sergeant Erb acted within policy, procedure, and was justified in his actions. Accept them and show some decency.

Martin Halloran
SFPOA President

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New DPA Proposal Addresses “Compelled Statements”

By Director Paul Henderson,
Department of Police Accountability

Since I started as the Interim Director of DPA in July, I've been thoroughly assessing DPA's policies and procedures. As a result, I've made a lot of changes here at DPA already. I would like to tell you about one of these changes before we roll it out on November 6.

As you know, when you are interviewed administratively at DPA or at IAD, you have the option of invoking your Fifth Amendment right to remain silent. If you do, you'll still be ordered to speak, but your statement cannot be used against you in a criminal case charging you with a crime, unless you choose to testify in that case. The Courts call these statements “compelled.”

Increasingly, both federal and state prosecutors have been requesting our files here at DPA. California Government Code section 832.7 and a similar federal rule allow prosecutors to see DPA and IAD files, but still forbid prosecutors from using your compelled statements, as I mentioned above. But frankly, we need to do a better job of memorializing which of your statements are compelled and which are not.

I want to fix this problem so that you receive all the protections to which you are entitled when you assert your right to remain silent. After working collaboratively with the District Attorney's Independent Investigations Bureau and also the POA's legal defense team, we've made changes to both our Member Response Forms (MRF) and our interview advisements to cure this problem. In both cases, you'll simply be asked whether or not you want to assert your right to remain silent. We have provided the POA copies of the new MRF, and of the scripts we've given our investigators, so you can take a look at these changes right away.

The choice to invoke your right to remain silent is entirely up to you, and will have no effect on the administrative case either way. We have specifically trained our investigators not to second guess your choice to invoke or not, and not to draw any inferences from it. We recognize that different officers make different choices on this issue for their own very personal reasons. We just want to be sure we've offered you all your rights, and made sure to respect them.

That said, your choice will allow us to properly flag your compelled statements so we can be sure any court that sees them in the future will know to protect your rights regarding that statement. We'll even store your compelled statements separately from the rest of the material in the case, as recommended by the U.S. Department of Justice in their COPS Collaborative Reform report.

I am grateful to the staff and attorneys of the POA for working so constructively with us to make this improvement, and for offering this space in your *Journal* to tell you about this change. I hope we can continue to work together collaboratively on improvements to our systems here at DPA.



Paul Henderson
STEVEN UNDERHILL PHOTOGRAPHY

POA Opposed to New DPA Advisements

By Kevin Martin
Assistant POA Legal Defense
Administrator



The Police Officers' Association has been notified and advised by the Department of Police Accountability (DPA) of a new process scheduled to begin on Monday, November 6, 2017 that will have a direct effect on our members and their legal representation.

The proposed changes involve a new DPA Complaint Form that will be significantly different than the current sheet. Although the bulk of complainant information remains relatively the same, there will be a few notable changes. For instance, the new form will not include a section for secondary complainants or for witnesses. Nor will it include a section inquiring if drugs or alcohol were involved in the incident, or if there were any resultant injuries. A section questioning if any photos were taken will also be eliminated.

A significant proposed change will be that the named member AND his/her representative will be asked to sign documents affirming that a member has been advised of both their Constitutional and California Peace Officers (POBAR) rights.

The one major change that the POA believes will have the most effect on our members will be that the pre-interview process will include the DPA investigator advising each member of his or her Miranda Rights. (Please refer to DPA Interim Director Paul Henderson's article on this page).

The POA Defense Committee panel attorneys believe this MAJOR change will have a chilling effect on our members. The POA believes that a significant amount of DPA complaints involving allegations of “Use of Force, Unlawful Detentions, and False Arrest — along with a host of other serious allegations — have the potential for legal exposure to our members.

While the POA has appreciated the opportunities to meet with DPA officials and cite our concerns, the POA has very strong reservations regarding our members being advised of their Miranda Rights for every interview.

The Department of Police Accountability conducts Administrative investigations. It does NOT conduct criminal investigations.

The POA believes this advisement will impede our members' right to representation. If every interview is preceded by a Miranda Warning, officers might not be able to readily distinguish his or her need for representation by an attorney. We are also very concerned that in cases where the Miranda Right is being afforded to an individual, the individual is either under arrest or is being detained. Will the member be under arrest or detained? Absolutely not!

The POA is not contesting the inclusion of Government Section 3303 (e) admonition that effectively compels the named member officer to be interviewed, and that said officer is being ordered to answer truthfully. We are however maintaining our position that the proposed version of the script that includes the Miranda Admonition unfairly places the burden of proof on the officer, similarly to Napoleonic Law.

The POA believes this new proposal may also be in violation of other California Government Code sections relating to the Peace Officers Bill of Rights, and we are continuing to explore such avenues.

The POA is working diligently to ensure our members' legal and constitutional (federal and state) rights are not infringed upon.

The POA is also keeping a very sharp eye on the lawsuit brought forth by the Los Angeles Police Protective League regarding the inclusion of the 148.6 PC (Knowingly filing a false complaint against a Peace Officer). The POA has argued for the inclusion of that section to be placed in the DPA Complaint Form. The DPA has declined to include that admonition, citing the 9th Circuit Court decision that allows striking such sections from complaint documents. That argument is that such sections might deter individuals from coming forward with allegations of police misconduct.

POA Attorneys Gregg Adam, Allison Berry-Wilkinson, and Michael Hinckley are working alongside POA Legal Administrator Paul Chignell, Kevin Lyons and John Van Koll (POA Defense Committee Chairs) and members of the POA Defense Committee on this very important issue. POA President Martin Halloran is being apprised every step of the way.

Please be assured that every effort and legal measure will be explored to protect your rights.

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Gregg McLean Adam
gregg@majlabor.com
direct 415.266.1801

October 26, 2017

VIA E-MAIL AND U.S. MAIL
JOHN.ALDEN@SFGOV.ORG

John Alden Esq.
Department of Police Accountability
25 Van Ness Ave., Suite 700
San Francisco, CA 94102

Re: DPA Pre-Interview Forms: This Request to Meet and Confer and Our Concern That Reading Miranda Warnings to Officers Before All Interviews Violates POBRA

Dear Mr. Alden:

Thank you for meeting with the POA on October 5th to explain the Department of Police Accountability's plan to revamp the procedures governing interviews of police officers. Your presentation gave POA representatives present an opportunity to better understand DPA's intentions with respect to how interviews will be conducted going forward.

In particular, you explained DPA's intention to begin using a form that contains Miranda warnings for *all* interviews. For the reasons described below, the POA believes these changes are within the scope of bargaining. Accordingly, the POA exercises its rights under Article I, Section 4, "Negotiation Responsibility" — in other words, the POA asks to formally meet and confer over these proposed changes.

Pursuant to Government Code section 3504.5 and paragraph 9 of the Memorandum of Understanding between the City and the POA, absent an assertion of an emergency, DPA cannot implement this change until the conclusion of the meet and confer process.

The POA also questions the legality of the new forms.

The effect of the new forms

You explained that the new forms are an effort by DPA to update its policies and practices with respect to the conduct of interview of officers arising from citizen complaints. We agree with several of the changes being proposed. To that end, at the meeting, and afterwards in communications, the parties were able to make mutually agreed revisions to some language.

But that still leaves the significant problem of reading Miranda Warnings to officers prior to interrogation in *all* circumstances—whether or not DPA deems that the officer may be charged with a criminal offense. We discussed this concern at the meeting, and I expand on it below.

Why this triggers the City's obligation to meet and confer

These changes impact officers' working conditions. They modify the procedures through which DPA interviews are conducted and interfere with officers' right to representation. If, as Government Code section 3504.5 contemplates, an officer is read his or her constitutional rights only in situations where he or she may be charged with a criminal offense, the reading of a Miranda warning alerts the officer that he or she may be interrogated on matters that could subject him or her to criminal liability. That may affect who he or she chooses to use as a representative. One relevant factor in deciding whether to use a union representative or a lawyer is the fact that communications between an officer and his or her lawyer are typically privileged whereas communications between an officer and a union representative are not. The officer's ability to exercise this right to counsel is obfuscated in situations where the officer's constitutional rights are read in every circumstance.

This change also impacts the Union. If DPA investigators are going to read every officer his or her constitutional rights in all circumstances, it will cause more officers to seek representation by legal counsel. This will increase costs to the POA, which may be passed on to the membership.

The POA plans to make proposals that will reaffirm (what we believe is (see discussion below)) the statutory burden on DPA under Government Code section 3303(h) to determine whether in fact the officer may be charged with a criminal offense before it informs the officer of his or her constitutional rights vis-a-vis voluntary statements and compelled interviews.

Our Concern that DPA's Forms Violate POBRA

The procedures delineated in the Public Safety Officers' Procedural Bill of Right Act ("POBRA") govern the interrogation of all public safety officers in the state. Government Code section 3303(h) provides that: "If prior to or during the interrogation of a public safety officer it is deemed that he or she may be charged with a criminal offense, he or she shall be immediately informed of his or her constitutional rights." These procedures are mandatory.

This places the burden on agencies which employ peace officers to provide Miranda warnings in the circumstance that "it is deemed that he or she may be charged with a criminal offense." POBRA does not say Miranda warnings should be read to officers in all circumstances—only immediately subsequent to the determination by the agency that the officer may be charged criminally. This system puts the employee on notice when his or her answers may be self incriminating. Reading Miranda prior to all interrogations, without regard to whether the officer "may be charged with a criminal offense," defeats the point of that notice. And it also shifts the burden away from the agency to the officer to determine when he or she may actually be charged with a criminal offense.

Ultimately, POBRA stands for the proposition that the employer—not the employee—must have a good faith belief that the officer "may be charged with a criminal offense" or that the allegations are criminal in nature.

The revised forms have it backwards and violate the plain language, the intent and the spirit of POBRA. The POA believes they are illegal.

Please provide us with DPA's position as to why it believes the new forms comply with Government Code section 3303(h) at your earliest opportunity.

Very truly yours,
Gregg McLean Adam
MESSING ADAM & JASMINE LLP

cc: Paul Henderson, Interim Director, DPA
Martin D. Halloran, President, SFPOA
Executive Board, SFPOA
Paul Chignell, LDF Administrator
Kevin Martin, Asst. LDF Administrator
Alison Berry Wilkinson, Esq.
Michael Hinckley, Esq.

Calendar of Events

Mark your calendars for the following meetings and events by the POA and its friends and supporters. All dates and times are subject to last minute changes, so always contact the event coordinator to confirm dates and times. If you have an event you would like posted on our calendar, contact the editor at journal@sfpoa.org

Specially Scheduled Events

2017 AMERICAN LEGION POLICE-FIRE POST #456 AWARDS DINNER

Where United Irish Cultural Center, 2700 45th Avenue, SF
Date/Time Thursday, November 9, 2017 6:00 PM
Contact See Flyer, Page 13

SFPOA SPORTS HALL OF FAME BANQUET

Where Italian-American Athletic Club, Stockton at Union Streets, SF
Date/Time Friday, November 10, 2017 6:00 PM
Contact See Flyer, Page 31

133RD CLASS REUNION

Where Original Joe's at Westlake, 11 Glenwood Ave., Daly City
Date/Time Monday, November 13, 2017 5:30 PM
Contact See Flyer, Page 8

GIANRICO PIERUCCI RETIREMENT CELEBRATION

Where Basque Cultural Center, 599 Railroad Ave., So. SF
Date/Time Friday, November 17, 2017, 6 PM
Contact See Flyer, Page 8

FIRST ANNUAL SFBALLEES BOWLING EVENT

Where Presidio Bowl, 93 Moraga Ave, Presidio SF
Date/Time Sunday, November 19, 3:00 – 7:00 PM
Contact See Flyer, Page 19

DC GARRETT TOM RETIREMENT CELEBRATION

Where United Irish Cultural Center, 2700 45th Ave., SF
Date/Time Thursday, November 30, 2017, 5:30 PM
Contact See Flyer, Page 8

123RD/132ND CLASS REUNION

Where Irish Cultural Center, 2700 45th Avenue, SF
Date/Time Thursday, November 30, 2017, 6:00 PM
Contact See Flyer, Page 8

Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

Where Scottish Rite Masonic Center, 2850 19th Ave, SF
Date/Time Second Tues. of every month, 11:00 am
Contact Larry Barsetti 415-566-5985 larry175@ix.netcom.com

WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)
Date/Time Second Tues. of every month, 1:45 pm
Contact Mark McDonough 415-681-3660, markmac825@comcast.net

AMERICAN LEGION SF POLICE-FIRE POST

Where Park Station Community Room, 1899 Waller St., SF
Date/Time Second Tues. of every month, 4:00 pm
Contact Greg Corrales 415-759-1076

POA BOARD OF DIRECTORS MEETING

Where POA Building
Date/Time Third Wed. of every month, Noon
Contact POA Office 415-861-5060

RETIRED EMPLOYEES OF CCSF

Where Scottish Rite Masonic Center, 2850 19th Ave, SF
Date/Time Second Wed. bi-monthly
(Feb., Apr. June, Aug. Oct. Dec.), 10:15 am
Contact Office 415-681-5949

RETIREE RANGE RE-QUALIFICATION

Where SFPD Pistol Range
Date/Time Contact Lake Merced Range for Dates
Contact Range Staff 415-587-2274

SFPD IS LOOKING FOR A FEW GOOD [RETIRED] MEN

**123RD ACADEMY CLASS - 24 MEMBERS
AND
132ND ACADEMY CLASS - 32 MEMBERS**



FATE OR COINCIDENCE?
123RD WAS SWORN IN ON NOVEMBER 27TH 1972
132ND WAS SWORN IN ON NOVEMBER 27TH 1978...

FATE OR COINCIDENCE?
CHANGE THE '2' AND THE '3' IN THE CLASS NUMBER and
'123' BECOMES '132' and VICE VERSA!

FATE OR COINCIDENCE?
BOTH CLASSES HAD "DEMPSEY'S" IN THEM...

FATE OR COINCIDENCE?
BOTH CLASSES ARE ...RETIRED!

**"FATE OR COINCIDENCE" DISCUSSION
IRISH CULTURAL CENTER
NOVEMBER 30TH, 2017
NO HOST COCKTAILS - 6PM
DINNER - 7PM
CHOICE OF SALMON OR PRIME RIB**

**CONTACT -Mike Dempsey: mikedede1087@aol.com (123 members)
or Kevin Dempsey: spike_1567@yahoo.com (132 members)**

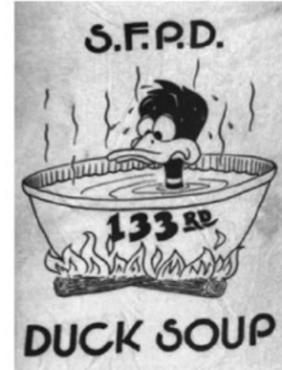
Retirements

The San Francisco Police Officers Association congratulates the following members on their recent retirement from the SFPD. These veterans will be difficult to replace, as each takes with him decades of experience and job knowledge. The most recently retired members are:

- **Officer Brian Barron #1804** from Medical Liaison
- **Sergeant Carl Bonner #1099** from Homicide

All of the above listed on SFPD Personnel Order #20 (October 4, 2017) and #21 (October 18, 2017)

**38th Annual
133RD RECRUIT CLASS
REUNION**

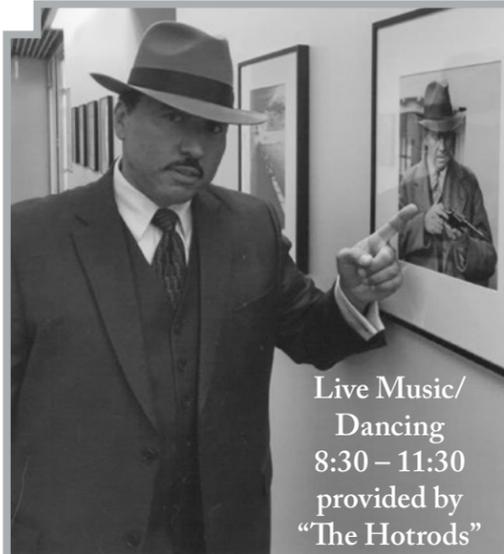


Monday November 13th 2017
Cocktails at 5:30 pm
Dinner at 6:30 PM

ORIGINAL JOE'S AT WESTLAKE RESTAURANT
11 GLENWOOD AVE.
DALY CITY

Please RSVP to Kevin Phipps at (650) 678-4135 or email at phipp446@aol.com by October 24th.

Please include No. of people attending



Live Music/
Dancing
8:30 - 11:30
provided by
"The Hotrods"

**Retirement
Celebration for
Gianrico Pierucci**

Friday, Nov. 17, 2017

No Host Cocktails 6 - 7pm

Dinner 7pm

Choice of Filet Mignon,
Rack of Lamb,
Salmon, Vegetarian

Basque Cultural Center
599 Railroad Ave,
S. San Francisco

RSVP by November 1

- | | | | |
|-----------------|------|---------------|------------|
| Kevin Martin | POA | Jose Pubil | Co K |
| Joe Engler | Co K | Pat Kwan | TAC/Hondas |
| Feliks Gasanyan | Co C | Pete Schlegle | Co A |

\$60 per person, checks payable to Cindy Pierucci

**Retirement Dinner for
Deputy Chief Garrett Tom**



Location: Irish Cultural Center

Thursday, November 30 • Tickets: \$60

5:30 - 7:00 cocktails • 7:00 pm dinner

For every ticket purchased, you will receive

Free Bobble Head of Deputy Chief Garrett Tom!!

Entrée: Please specify choice of Prime Rib or Chicken

Ticket Contacts:

- Commander David Lazar —
Community Engagement Division: 558-5595
- Captain Raj Vaswani — Traffic Division: 553-1625
- Captain Joe McFadden — General Crimes: 553-1484
- Captain Robert Yick — Taraval Station: 759-3100
- Captain Paul Yep — Central Station: 315-2400
- Sgt. Kin Lee — Community Engagement Division: 558-5595

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415-387-8100

**MESSING
ADAM &
JASMINE**

SACRAMENTO
SAN FRANCISCO

Gregg McLean Adam
gregg@majlabor.com
direct 415.266.1801

October 17, 2017

VIA E-MAIL AND U.S. MAIL

Hector Sainez
Assistant Chief, Chief of Staff
San Francisco Police Department
1245 3rd Street, 6th Floor
San Francisco, CA 94158
E-Mail: hector.sainez@sfgov.org

Re: Body Worn Cameras

Dear Assistant Chief Sainez:

Thank you for meeting with POA representatives to discuss the Department's proposal pertaining to Department Bulletin 17-156. I enclose a copy of the "Body Worn Camera Mute Function Update," which the Department provided at the meeting.

As the POA understands the Department's intentions, it would like to disable use of the mute function on body worn cameras until such time as officers can be further trained on appropriate and inappropriate use of the mute button.

The Department conceded that this issue was not part of the parties' extensive negotiations last year which produced a BWC policy and side letter. And it was further acknowledged that this issue potentially risks disciplinary consequences for officers. Furthermore, the Department explained that it would be necessary to put a "comprehensive" training program together for officers.

As we explained at the conclusion of today's meeting, we believe this proposed change impacts the working conditions of officers in a variety of ways. For example, the change may produce disciplinary consequences; affect mentoring; affect privacy; and expose personal information.

Accordingly, the POA exercises its rights under Article 1, section 4(a) "Negotiation Responsibility," to meet and confer about the proposed change. Pursuant to section 4(a), ¶9, unless this issue presents a bona fide emergency, the Department must refrain from making any change until the parties have had an opportunity to meet and confer.

Please confirm that the Department is amenable to meeting and conferring and, per its obligations in ¶ 9, will refrain from implementing this change pending the completion of the meet and confer process.

Please provide my assistant Janine Olikier, who emailed this letter, with dates when the Department representatives are available to meet and confer.

Very truly yours,

MESSING ADAM & JASMINE LLP

Gregg McLean Adam

cc: Deputy Chief Robert Moser
Commander Peter D. Walsh
Alicia Cabrera, Deputy City Attorney
Martin D. Halloran, President, SFPOA
POA Executive Board
Matthew Lobre, POA Board
Scott Edwards, POA Board

Body Worn Camera Mute Function Update

Supersedes 17-156

Department issued body worn cameras (BWC's) have a feature which allows members to mute the audio recording without interrupting the video recording. It has come to the Department's attention that members are unclear when they may utilize the mute function on their BWC. As a result, the mute feature on all BWC's will be disabled by the Program Administrator on XXXXXX, until such time the Department develops roll call training on this subject.

Members are reminded that General Order 10.11, section E, Termination of Recordings and section G, Documentation, governs the rules for when a member may deactivate BWC recordings.

If a member believes BWC inadvertently captures footage that should not have been recorded, the member may submit a memorandum through the chain of command to the Legal Division outlining the reasons why the content is exempt from release. The Body Camera Unit, under the command of the Legal Division, is responsible for locking down, redacting or withholding videos in accordance with state and local laws. Upon receipt of the memorandum, the Legal Division will review the memorandum and take appropriate action.

Your Voice Will Not Be Silenced

To: Active Members
From: Martin Halloran
October 26, 2017

For many decades one of the ways the POA has communicated directly with you, our members, is by addressing line-ups. This allows you to confront me, Executive Board members or your elected station reps, or vice-versa. These meetings are often impromptu, arising as needed. It may involve new disciplinary procedures, or an update on contract negotiations or changes at the POA. Sometimes management will ask us to address the troops. It has never caused any problems and it has never interfered with Department business. It has long been a win-win.

As I explained in my recent Journal column, Chief Scott has banned POA representatives from addressing line-ups. He shut down your right to free speech because he believed POA representatives planned to criticize the Department about a dispute we've had. We believe it is even more important than ever for the POA to be addressing the members face-to-face because this Administration neglects to do so, preferring to lock itself away in its ivory tower at the Public Safety Building.

Tomorrow we will present our claim that our past practices protect the POA's right to communicate with you to a labor arbitrator. The Department is opposing us. The Chief wants us subjected to the same rules LAPD uses to limit its union from addressing line-ups. The one settlement offer we received from the department was unacceptable and your Board of Directors rejected it unanimously.

YOUR VOICE WILL NOT BE SILENCED.

**MESSING
ADAM &
JASMINE**

SACRAMENTO
SAN FRANCISCO

Gregg McLean Adam
gregg@majlabor.com
direct 415.266.1801

October 11, 2017

VIA E-MAIL AND U.S. MAIL

Commander David Lazar
Community Engagement Division
San Francisco Police Department
1245 3rd Street, 6th Floor
San Francisco, CA 94158

**Re: Reserve Program and Appointment of Former
Deputy Chief Garrett Tom as a "Reserve Deputy Chief"**

Dear Commander Lazar:

You recently advised the POA that the Department was planning to outfit retired Deputy Chief Garrett Tom in a Deputy Chief's uniform even though he is a reserve employee. This is unprecedented. POA President Martin Halloran explained to you the POA's concerns about doing this. Nonetheless, it appears that the Department has gone forward and is having a reserve police officer — former Deputy Chief Tom — attired in a full-time Deputy Chief's outfit.

The POA believes there may be meet and confer obligations that attach — due to potential confusion and safety concerns that may surround an employee who is not a Deputy Chief wearing a Deputy Chief's uniform. Please discontinue this change until the parties have had sufficient time to discuss this matter further.

Please provide us with all rules and policies governing the San Francisco Police Department's Reserve Program and the Department's basis for believing its actions are within its existing policies.

Very truly yours,
Gregg McLean Adam
MESSING ADAM & JASMINE LLP

cc: William Scott, Chief of Police
Alicia Cabrera, Deputy City Attorney
Martin D. Halloran, SFPOA President
SFPOA Executive Board



Miriam Pengel

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Alleged Misconduct and Administrative Investigations

By Chris Canning

San Francisco police officers have countless interactions with a wide spectrum of the public in settings that include sporting events, street festivals, criminal investigations, tragedies, and the privacy of their homes. We grow accustomed to interacting with people dealing with extremely personal issues (typically while people are being influenced by heightened emotions, alcohol, drugs, or a combination of all three). Even if we say and do everything exactly right, there is a possibility that a member of the public may feel a police officer did something wrong. Similarly, another possibility is that a fellow police officer may observe a co-worker's conduct, believe it was improper, and report the alleged misconduct to a superior officer.

This article is intended to be a comprehensive review of the steps of administrative investigations of alleged police misconduct. As we all know, a City Charter governs San Francisco. The Charter has delineated specific responsibilities to the Chief of Police and the Police Commission regarding the discipline of police officers, so if you've transferred to the SFPD from a different agency, chances are San Francisco handles the administrative investigation and discipline of police officers differently. That being said, the Police Officers Bill of Rights (which prohibits the use of polygraph examinations, threats, limits the amount of interviewers to two, allows the ability for a subject officer to use the restroom during an administrative interview, and many other rights), the Skelly decision, and other statutory law related to police rights are applicable in San Francisco. Hopefully, an understanding of the process will remove the anxiety of the unknown for any officer accused of wrongdoing.

What Is Discipline?

Discipline can mean different things to different people. At its core, discipline is a mechanism used by people in authority to correct behavior that is inconsistent with the standards of an organization. For the purposes of SFPD administrative investigations into police misconduct, discipline is the consequence a member faces at the conclusion of an investigation. The typical standard of determining misconduct is a "Preponderance of Evidence" (i.e. the facts of the investigation indicate the misconduct was more likely to have occurred than not). Discipline is administered when misconduct was found to have occurred. Members are considered disciplined when they receive either a written reprimand, demotion, transfer for purposes of punishment or days off as punishment for behavior investigated and found to be contrary to department standards. The Chief of Police or Police Commission are the only entities that can determine discipline.

Counseling is not (and should never be considered) discipline. Superior officers have the responsibility to ensure those in their chain of command are performing required tasks properly and appropriately. Since we are all human, we are bound to make mistakes. When superior officers notice mistakes, they often provide counseling to teach, instruct, and explain department expectations. Counseling, whether informal (not documented), verbal (and documented), or formalized in a Performance Improvement Plan (PIP) are all tools that superior officers use to provide guidance and direction.

Notification of Alleged Misconduct

Section 3304 of the California Government Code outlines that Public Agencies (i.e. the Police Department) have 1 year from the discovery of alleged misconduct to complete the investigation. Generally speaking, this 1 year time period will "toll" (i.e. be paused) if the alleged misconduct is being simultaneously investigated criminally, if there are multiple officers being investigated (creating a complex investigation), or if there is a pending civil case. This most often happens during instances of Officer Involved Shooting (OIS) or In Custody Death (ICD) investigations when criminal investigators are conducting an investigation into a use of force that exposes an officer to potential criminal culpability.

The discovery of alleged misconduct is most frequently completed when the Department of Police Accountability (DPA, formerly the OCC) receives a complaint from a member of the public, when the department is notified of a member's alleged misconduct (i.e. an arrest or police contact from an outside agency), or a supervisor's notification memorandum to a superior officer articulating alleged misconduct. While the SFPD and DPA have different investigators handling the investigation (sworn members in the Internal Affairs Division (IAD) as opposed to civilian investigators at the DPA), the investigation (including additional allegations of alleged misconduct) is subject to the same 1 year time period.

DPA Notifications

When a member of the public contacts the DPA, a complaint form is completed (this can also be completed at district stations when members of the public request to file a complaint against an officer...the complaint form is filled out and forwarded to the DPA). The DPA can accept telephonic and anonymous complaints. The DPA will receive the complaint, identify potential instances of misconduct, and investigate. The DPA has access to all department records (including dispatch audio, CADs, incident/supplemental reports, BWC footage, complete investigative case files, etc.), and subject matter experts (i.e., PTDT training staff for arrest and control tactics). The DPA may send out member response forms (MRFs) with a list of questions for a member's response. The DPA may also interview members, both witness officers and officers accused of misconduct.

At the conclusion of the interview, the DPA compiles their investigative case file (which should include their investigative steps, documents pertaining to the investigation, transcripts of their interviews, etc.) and determines if the member's behavior violated any Department General Orders (DGOs). If there is more than one allegation of misconduct, the DPA will summarize their findings for each allegation (not sustained, sustained, etc.). The DPA will then forward their investigative case file to either the IAD (this is the most common occurrence) or directly to the Police Commission (not as frequent, more on this later). It is important to note that the DPA is solely an investigative agency. Either the Chief of Police or the Police Commission handles police discipline.

Department Notifications and IAD Investigations

When the Police Department becomes aware of alleged police officer misconduct, a series of notifications are made.

The member's Commanding Officer is advised via memorandum and an administrative investigator is assigned. Minor allegations of misconduct can be handled "in house" and investigated by a Sergeant. Serious allegations of misconduct are forwarded to IAD for investigation. IAD is divided into two separate units: IAD Criminal (investigates alleged criminal misconduct) and IAD Administrative (investigates alleged administrative misconduct). It isn't uncommon for allegations of misconduct forwarded to IAD to be "kicked back" to the subject officer's Commanding Officer once a review of the facts has indicated the misconduct appears to be minor (misconduct, if found to be true, that can typically be addressed with an admonishment or PIP).

An administrative investigation handled "in house" typically involves a Sergeant gathering facts/documents related to the allegation, conducting interviews of potential witnesses, and interviewing the subject officer. Employers/supervisors must follow strict procedures when conducting interviews with subject officers/employees. Supervisors are obligated to advise subject officers of their rights as employees. Officers are entitled to representation, but may not unnecessarily delay an administrative investigation. At the conclusion of the "in house" administrative investigation, the administrative investigator memorializes the steps of the investigation in a memorandum addressed to the subject officer's Commanding Officer. If the alleged misconduct was found to have occurred, the member's Commanding Officer will determine how to correct the behavior.

An administrative investigation handled by IAD involves a team of IAD investigators. IAD investigators hold the rank of Sergeant and report to a Lieutenant, the Officer in Charge of the particular IAD detail. IAD investigators will investigate the alleged misconduct and have access to any relevant Department documents related to the allegation. It isn't uncommon for IAD investigators to look into department resource use by the subject officer (equipment inventory logs, vehicle sign out sheets, BWC footage, station security camera footage, department issued cell phone and computer use, access to Department electronic records, etc.) relevant to the alleged misconduct. IAD investigators will interview witness and subject officers regarding the alleged misconduct. As with "in house" investigations, subject officers are entitled to representation and IAD investigators are obligated to advise subject officers of their rights during an administrative investigation.

At the conclusion of the IAD investigation, IAD investigators organize their case file. The IAD case file will typically include documents related to the alleged misconduct, investigative steps of IAD investigators, transcripts of all interviews, and any other relevant materials. IAD investigators summarize their findings and articulate if the facts elicited from the investigation determined whether or not the alleged misconduct occurred (IAD investigators do not recommend discipline). At the conclusion of the IAD investigations, the case file is forwarded to the OIC of the IAD detail.

Severity of Discipline

The City Charter clearly outlines that police discipline that results in punishment ranging from a written reprimand to 10 days off rests solely with the Chief of Police. Discipline ranging from 11

days off to termination of employment is the sole responsibility of the Police Commission. Other forms of discipline also include demotion and transfer for purposes of punishment.

While it is rare, if at the conclusion of a DPA investigation the DPA feels the misconduct is serious enough to expose the subject officer to discipline ranging from 11 days off to termination, the DPA can forward their investigative findings and recommendations directly with the Police Commission, bypassing the typical IAD OIC case file review. In this instance, the subject member will receive a notification letter advising them that the Commission will be hearing the facts of the alleged misconduct.

IAD OIC Review

At the conclusion of a DPA investigation, the DPA will usually forward their investigative findings and recommendations of regarding the alleged misconduct of subject officers to the OIC of IAD Admin.

When the OIC of IAD Admin receives the completed DPA or IAD case file, they review the facts of the case and determine if the facts of the investigation demonstrate the alleged misconduct actually occurred. If the conclusion was that the misconduct did not occur (or if there were flaws in the investigative process), the OIC of IAD Admin will articulate their findings and close the case (or forward the case back to investigators pending further investigation if the 1 year 3306 tolling period hasn't expired). If the conclusion was that the misconduct occurred, the OIC will make a recommendation as to appropriate discipline given the facts of the case and the member's prior discipline history. The recommendation is submitted from the OIC of the IAD detail up the chain of command through the Risk Management Office to the SFPD Chief of Staff. The recommended discipline is either approved or modified and eventually forwarded to the subject officer in the form of a notification letter. If the recommended discipline ranges from a written reprimand to 10 days off, the Chief of Police retains jurisdiction of the discipline and notifies the subject officer of the intended discipline. If the recommended range of discipline ranges from 11 days off to termination, the Chief of Police will forward the case to the Police Commission with a recommendation as to discipline.

Chief's Hearings

When a subject officer receives a notification of proposed discipline ranging from a written reprimand to 10 days off, the subject officer has an opportunity to request a Chief's Hearing. A Chief's Hearing provides the subject officer an opportunity to request discovery (essentially the IAD case file), and present facts and evidence from the subject officer's perspective. Typically, a Deputy Chief is assigned as the hearing officer. An attorney assigned to IAD will outline the facts of the case and the findings of the IAD investigation. The subject officer (along with the subject officer's representative) will be provided the opportunity to present fact and evidence that can either contradict or mitigate the finding of the IAD investigation.

At the conclusion of the Chief's Hearing, the hearing officer will make a determination as to whether or not the initial proposed discipline was appropriate or should be modified. Any proposed

Alleged Misconduct and Administrative Investigations CONTINUED FROM PREVIOUS PAGE

modifications to the initially proposed discipline (usually less severe discipline) are authorized by the Chief of Police. The member is notified in writing of the discipline associated with the IAD investigation and the member's Commanding Officer is responsible for ensuring the discipline is properly administered.

Police Commission Hearings

In instances of alleged misconduct that would result in serious discipline (ranging in 11 days of to termination), the Police Commission retains jurisdiction. A Police Commissioner is assigned as the hearing officer. A series of appearances are made by either the Police

Department (typically an IAD attorney) or DPA (in the rare instance that the DPA decides to file recommendations directly with the Police Commission). The Police Commission will make an initial determination whether or not the facts of the case support serious discipline. If the Commission determines serious discipline isn't justified, the case is sent back to either the Police Department or DPA to resolve.

If the Commission determines serious discipline is justified, additional hearings are held that allow either the Police Department or DPA to present their case and the subject officer to defend themselves against the allegations.

At the conclusion of the hearings, the Commission decides whether or not the alleged misconduct occurred. If the alleged misconduct was found to have occurred, the Commission will then decide on the severity of discipline. At the conclusion of the final hearing, the member is advised of the terms of their discipline.

Appeals Process

A recent Court of Appeals case originating in San Francisco has identified that a clearly defined appeals process must be instituted in San Francisco. Unlike every other public agency in California (with the exception of Los Angeles), San Francisco doesn't have an administrative appeals process in place for members who suffer discipline. As a result of the recent Court of Appeals case, San Francisco is currently working to institute an administrative appeals process.

The POA Stands Firm in Support of All Members

Administrative investigations and po-

lice discipline can be an often unknown and complex subject. It is important for members to understand that the POA aggressively represents all of its members from the initiation of any administrative investigation. It is important for members to understand the process and understand their rights as employees. The POA has a proficient and competent panel of defense reps (fellow POA members that represent members accused of misconduct in DPA investigations, IAD investigations and Chief's hearings) and a skilled panel of seasoned defense attorneys who represent members accused of misconduct that may lead to serious discipline. If you find yourself in the unfortunate position of being accused of misconduct, please contact your POA representative as soon as possible in order to obtain the most appropriate and comprehensive representation. While misconduct can never be ignored, it is important that each member's rights are protected through the administrative investigation process. The POA proudly stands firm in providing the best representation possible to every member.

SFDA Releases Summary Of Investigation, Legal Analysis And Charging Decisions In Three Officer Involved Shooting Incidents

October 5, 2017

Today, the San Francisco District Attorney's Office (SFDA) released the summary of investigation, legal analysis and charging decisions related to two fatal officer involved shootings. SFDA also released its summary of investigation, legal analysis and charging decision in a non-injury OIS. The attached documents reflect SFDA's commitment to the community that investigations and charging decisions of critical use of force incidents are conducted with transparency. SFDA's reviews of use of force incidents are conducted by the office's Independent Investigations Bureau (IIB). They focus exclusively on determining whether criminal charges relating to the officers' conduct are warranted. IIB's reviews do not examine issues such as officers' compliance with internal SFPD policies and procedures, their training or tactics, or any issues related to civil liability. These reports should not be interpreted as expressing any opinions on such non-criminal matters.

Fatal Officer-Involved Shooting Death Of Giovany Contreras-Sandoval On September 25, 2014

On the morning of September 25, 2014, San Francisco Police Department (SFPD) officers responded to the scene of a vehicle collision at the intersection of California and Battery Streets. There, they encountered Contreras-Sandoval, who was armed and unwilling to exit the vehicle he had carjacked earlier that morning and subsequently crashed. Civilian witnesses notified the officers that Contreras-Sandoval had a gun and had fired at least one shot prior to the officers' arrival. SFPD officers spent several minutes asking Contreras-Sandoval to exit the vehicle and to put down his gun. Contreras-Sandoval instead began raising his gun up as if to aim towards at least one group of SFPD officers and in the direction of civilians. Six officers fired their weapons at Contreras-Sandoval, killing him. For the reasons detailed in the attached report, the District Attorney declines to pursue criminal charges against any of the SFPD officers relating to their conduct in this matter because the officers' actions were legally justified as they reasonably acted in self-defense and in defense of others.

Fatal Officer-Involved Shooting Death Of Nicholas McWherter On October 14, 2016

On the evening of October 14, 2016, SFPD officers initially responded to Lakeshore Plaza after receiving multiple

911 calls regarding McWherter's erratic and violent behavior. When officers responded and tried to stop McWherter as he ran from the Lakeshore Plaza parking lot, he pulled out a .22 caliber revolver and shot Officer Kevin Downs in the head from a distance of approximately 12 feet. A search for McWherter ensued, and about an hour later, McWherter fired multiple shots at Officer Paul Dominguez near Stern Grove. Officer Dominguez and Officer Nathan Chew returned fire, injuring McWherter. Despite being ordered to drop his weapon, McWherter refused to do so. A tactical team using bulletproof shields eventually arrested McWherter without firing additional shots and recovered McWherter's gun, which was still in his possession. Ballistics analysis confirmed that McWherter used the same gun at both shooting incidents. McWherter was taken to San Francisco General Hospital, where he died two days later. As discussed in further detail in the attached report, the available evidence supports the conclusion that Officers Dominguez and Chew acted in self-defense and in defense of others when they fired their weapons at McWherter. Under California law, the officers were justified in using deadly force because they faced an imminent danger to themselves and to others. Accordingly, the District Attorney declines to file criminal charges in this matter.

Non-Injury Officer-Involved Shooting At Quesada Avenue On May 21, 2017

On the evening of May 21, 2017, San Francisco Police Department (SFPD) officers responded to a 911 call regarding an armed robbery of a house located at 2131 Quesada Ave. Officers set up a perimeter around the house. Three officers, who were stationed in the backyard of a neighboring house at 2127 Quesada Ave., observed three robbery suspects exit 2131 Quesada Ave. through the back door. One suspect, armed with a gun, fired at least five rounds at the officers. One of the officers, Officer Dack Thompson (Star No. 1292), fired a single shot in the suspect's direction. No one was injured by the gunfire. For the reasons detailed in the attached report, the District Attorney declines to pursue criminal charges against Officer Thompson because his actions were reasonably undertaken in self-defense and in defense of others and are, therefore, legally justified.

All three reports are available on the SFDA website at: <http://sfdistrictattorney.org/officer-involved-shooting-investigations>



Read more about the DPA and its evolving policies in the Part II interview by Kevin Martin of Interim Director Paul Henderson, printing in the next issue of the *Journal*.

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Chief's Corner

The month of October was a difficult one for the department, with great sadness, we had to bid farewell to many that were near and dear to our hearts. Attributed as well to senseless violence, was the horrific injury to one of our officers while he was performing his duties. I ask us all to continue to rally around and pray for the recovery and wellbeing of those that were affected, as well as the safety of each and every member of our department and our families.

It was great to see all of you at the Columbus Day parade and throughout the streets of San Francisco for our fleet week festivities. Clearly, this was another defining moment for our department as we kept our city safe for the several hundred thousand people that came to participate in and enjoy the festivities. Many of our community members continue to share with me what a great job you are doing every single day, for this, I will continue to extend my heart felt gratitude for the great work you are doing.

As we move into the month of November, we can expect an increase in activity, from families traveling to and from the city to be with their loved ones during the Thanksgiving holiday season to shoppers and tourist coming to partake of all the amenities our great city has to offer. Please continue to be the heroes that our community sees us as and the brave men and women of one of the finest police departments in the nation as I see you.

As we have completed another round of promotions, for those whom were promoted to sergeant, I wanted to take this opportunity to thank you for a job well done. In my opening remarks to the newly promoted group of sergeants,



I mentioned to them, that the rank of "Sergeant" is by far the most important rank in any police department. It is such, because it provides for the greatest level of influence, guidance, and mentoring to our officers in the department. I challenge each of you to exemplify the ideals of leadership and take care of the officers you are entrusted to lead. They will expect nothing less! Don't be afraid to seek out the advice and institutional knowledge of the senior sergeants within the department. Helen Keller said it best: "Alone we can do so little, together we can do so much."

As I close this month's article, I would like to wish all of you a happy, safe, and festive Thanksgiving holiday with friends and family! Please continue looking out for each other, take care of yourselves and family, be safe in your travels, and take care of our community! Be safe always!

Oro en Paz, Fierro en Guerra!
William Scott
Chief Of Police
San Francisco Police Department

News from the Credit Union

By Al Casciato
SFPD Retired

Q: Does the Credit Union have any special program in place to help victims of the recent wildfires?

A: Yes, to help those members who have been impacted by the wildfires, SFPCU is offering an emergency assistance loan to members who live or own property in the affected areas.

Loan Details:

- SFPCU members who lost their homes or suffered damage can borrow up to **\$7,500 at 3% APR for up to 36 months, with payments deferred for 90 days.**
- To qualify, you must be a current SFPCU member (**new members welcome to apply!**) and a resident of one of the following counties: Napa, Sonoma, Solano, Butte, Yuba, Lake, Mendocino, Nevada, or Orange County

Members can apply by calling our Contact Center during business hours, or online at www.sfpcu.org/applyforaloan. The member should start a Personal Loan application, and when asked, **What is the general purpose of this loan?**, select **DISASTER ASSISTANCE** from the dropdown menu.

If you have a mortgage, home equity or other loan with SFPCU and have questions, please call us or visit our website at <https://www.sfpcu.org/wildfires>.

Q: When I call the 800 number at the credit union, is there a call-back option available if I don't want to wait on hold?

A: Yes, we have a 'call back' feature included in our phone menu when you call our toll-free number (800-222-1391) during regular business hours. Within the first 3 minutes, you will hear a prompt to input a call back phone number. Enter your 10 digit phone number (**do not dial '1'**), and the next available Contact Center Representative will call you back automatically—you will not lose your place in the queue.

Current Promotions:

Receive \$25 When You Refer a New Member! Now through December 31st, refer a family member or eligible colleague to SFPCU, and if they join, you'll receive \$25 — and your referral could

receive up to \$100. Restrictions apply, for details, visit our website at www.sfpcu.org.

Earn double points on shopping and dining during the holidays! Starting November 1 through December 31, earn double points when you use your SFPCU Visa for shopping and dining. For details, visit www.sfpcu.org.

Special Visa Offer: Get 0% APR* on purchases and balance transfers on a new SFPCU Platinum Visa for six months. Apply today at www.sfpcu.org/applyforaloan.

*APR = Annual Percentage Rate. Offer good through 12/31/17. Purchases and balance transfers must be made within 60 days of account opening to qualify for the promotional rate. All new applications are subject to terms, conditions and credit approval. Rates, fees and terms are subject to change at any time.

Give Us Your Feedback:

If you have feedback about any matter at the Credit Union, please send a note by going to www.sfpcu.org/contactform. If you have a specific concern, the credit union encourages you to work with branch or Contact Center staff who can answer questions and either promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on SFPCU's Facebook page at <https://www.facebook.com/SFPoliceCreditUnion/>.

Do you have something you'd like to see in this column?

You can contact me at alcasciato@stisia.com.

Membership: Credit Union membership is open to most first responders, selected support personnel, and their family members in the nine Bay Area counties. To see a full list of eligible membership criteria, visit www.sfpcu.org. Growing the membership helps the CU provide the very best products and services.

Al Casciato is a retired SFPD Captain, past POA President and Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Vice-Chairman and can be contacted at alcasciato@stisia.com. Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household.

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Offer valid through 12/31/17. New Member Bonus: SFPCU will pay the \$25 opening deposit in the savings account required to establish membership. Members who join online will pay the \$25 opening deposit and SFPCU will reimburse this amount within 15 business days. This amount shall be reversed and returned to SFPCU if the account is closed within 12 months after date opened. Business accounts are not eligible. Checking Promotion Bonus: To qualify for the \$50 bonus, the new member must open a new Global ATM Checking account with a \$25 minimum opening deposit during the promotion period, and within 60 calendar days of account opening, \$500 in monthly direct deposits must be initiated. The bonus will be deposited into the new checking account within 60 business days after meeting the \$500 direct deposit requirement. Visa Bonus: To qualify you must join SFPCU and open a new Visa account during the promotion period October 1 – December 31, 2017. The bonus will be deposited into your savings account within 60 business days after account opening. Referral Bonus: Referred member's savings account must be opened within the promotion period. Within 15 business days of new member account opening, \$25 will be credited into referring member's savings account. Bonuses may be tax-reportable. Federally insured by NCUA.

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Police- Fire Post 456 News

By Greg Corrales, Retired

Marian Morreale has been practicing how to stand for the last three months. She is a 94-year-old World War II veteran and her left leg was amputated last year. But she practiced standing so that she could stand when the national anthem played before a Buffalo Sabres game. She is trying to make a point. "I think these young athletes and the salaries they make, they should stand for the national anthem," she said. "But I don't think our president should use that word, SOB." She says the anthem is too sacred to become a forum for political statements. "I just want to hold their hand and say, 'Be a man and stand.'" Morreale plans to enter KeyBank Center in a wheelchair, and then she says she will stand up and lean against her walker for the anthem.

When she was 20-years-old, the former Marian Dougherty of South Buffalo enlisted with the Coast Guard in 1943. The Coast Guard was her second choice. Morreale, who served for three years, said she had wanted to join the Marines (God Bless her). "But this real good friend of mine who also wanted to serve said, 'Why don't we go into the Coast Guard?' She thought the uniforms were prettier," Morreale said,

A day after former Army Ranger Alejandro Villanueva stood outside a Soldier Field tunnel for the national anthem, the Pittsburgh Steelers offensive lineman's gear became the top-selling merchandise in the NFL's online store, ESPN.com reported. The third-year lineman, who made multiple deployments to Afghanistan, beat out runner-up Tom Brady for the top spot, according to the report. Four of the five top spots went to quarterbacks.

The granddaughter and grandniece of Waterloo's five Sullivan brothers killed during World War II and their namesake ship will participate in a 75th anniversary commemoration of their deaths during Veterans day observances in New York City in November. That will be followed by a separate commemoration in Waterloo, Iowa on 18 November at the Grout Museum District's Sullivan Brothers Veterans Museum.

Kelly Sullivan, a Cedar Falls elementary school teacher and the granddaughter of Albert Sullivan, the youngest of the five brothers who died on the USS Juneau during World War II, will participate in events in New York and Waterloo. She has met with family members and descendants of the Sullivans' shipmates in recent months and will be reunited with current and former sailors of the current Navy ship named for them when the USS The Sullivans arrives in New York, where it was commissioned into the Navy 20 years ago. Kelly Sullivan christened the ship when it was launched in 1995 and is its official sponsor.

The Juneau, a Navy light cruiser, was torpedoed and sunk by a Japanese



submarine off the Solomon Islands on 13 November 1942, as it and other battle-damaged American ships were returning to port from the naval Battle of Guadalcanal. All but 13 of the Juneau's crew of 700 perished, including George, Francis, Joseph, Madison and Albert Sullivan of Waterloo. They had enlisted in the Navy after the Japanese attack on Pearl Harbor on the condition they be allowed to serve together. The five brother's deaths is considered the greatest combat-related loss of life by one family at one time in U.S. military history.

The year was 2010. Rob Jones, a corporal in the Marine Corps, was scanning the earth in Afghanistan with a metal detector, when he stepped on a mine that exploded beneath him. His "brothers"

quickly bundled him into a helicopter with tourniquets hastily applied to both legs. "Those guys didn't know if there was another IED, but when I got hurt they just came over, Jones says with pride. "The injury resulted in a left knee dis-articulation and a right above knee amputation of my legs," Jones wrote on his site. Jones was fitted with two prosthetic blades and dedicated himself to learning how to walk, bike, row and run on his new legs. In 2011, after being honorably discharged, Jones began training for the Paralympics. Only two years after losing his legs, Jones won a bronze medal in rowing at the 2012 Paralympics in London. He placed fourth in the 2013 World Rowing Championships. Later that year, Jones began a cross-country bike ride where he raised more than \$126,000 over 5,180 miles for different veteran groups.

Jones recently ran 26.2 miles around Boston's Castle Island. It's the fourth run he embarked on since he kicked off his mission to complete 31 marathons in 31 cities. His 31-marathon journey was kicked off to raise awareness and funds for charities that support wounded veterans. He hopes to raise an additional \$874,000 for veterans groups. "I intend to show veterans through the amount

of support that I personally receive throughout this challenge that America loves her veterans, and want to help and support them," Jones wrote. He has already accomplished runs in London, Philadelphia, New York and Boston. He is expected to complete his journey on 11 November at the National Mall in Washington D.C.

"I want to be an example for others to follow. An example of a veteran, and a person who, instead of letting their personal tragedy destroy their life, they use that same tragedy to make themselves better. To enrich their lives, and the lives of others," Jones said. Anyone can donate to the *Rob Jones Journey* at <http://www.robjonesjourney.com/donate/>

It is my sad duty to report that Post 456 member Ray Crosat has transferred to Post Everlasting. Rest in Peace Ray. The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, December 12, 2017. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

SAN FRANCISCO POLICE-FIRE POST NO. 456 ANNUAL OFFICER AND FIREFIGHTER OF THE YEAR AWARDS DINNER



HONORING

OFFICER RILEY BANDY
SAN FRANCISCO POLICE DEPARTMENT
OFFICER OF THE YEAR FOR VALOR

OFFICER KEVIN DOWNS
SAN FRANCISCO POLICE DEPARTMENT
OFFICER OF THE YEAR FOR COMMUNITY SERVICE

LIEUTENANT BRICE PEOPLES
SAN FRANCISCO FIRE DEPARTMENT
FIREFIGHTER OF THE YEAR FOR VALOR

FIREFIGHTER PAUL BARRY
SAN FRANCISCO FIRE DEPARTMENT
FIREFIGHTER OF THE YEAR FOR COMMUNITY SERVICE

Thursday, November 9, 2017
United Irish Cultural Center, 2700-45th Avenue (off Sloat Boulevard)

No-Host Cocktails 6 PM / Dinner 7 PM
\$60 Per Person

Entrée Choices:
Cross Rib of Beef or Chicken Pomodoro
(Vegetarian Option Available)

Make checks payable to Greg Corrales and include entrée choice(s).
Send checks to Sergeant Kevin Mannix, Taraval Station
or Greg Corrales, 2634-18th Avenue, SF 94116



SFPD Captains Recognized by Board of Supervisors

By Val Kirwan,
POA Sergeant-At-Arms

On Tuesday, October 24, at the Board of Supervisors meeting, Captain Joe McFadden and Captain Denise Flaherty received Certificates of Honor for their contributions to various communities in the Ingleside and Taraval Police Districts. During their tenure as captains at

the respective stations, both deployed officers and other resources to enhance community interaction and resolve pressing issues.

Captain McFadden is now assigned to the Investigations Bureau, General Crimes, and Captain Flaherty is assigned to the Academy. Congratulations to both on the well-deserved recognition.



Supervisor Katy Tang (District 4), Captain Denise Flaherty, and Chief Bill Scott.



Supervisor Ahsha Safai (District 11) presenting Captain Joe McFadden with his certificate of honor.

Central Station Officers Conduct Campus Safety Outreach

By Kevin Martin
Assistant SFPOA Legal Defense
Administrator

Following a recent spike of violent crimes and burglaries that were victimizing students and staff of the Academy of Art University, Campus Safety Director Michael Petricca reached out to the POA for assistance.

On Wednesday evening, October 18, 2017, Officers Howard Chu and Sam Yuen volunteered to address a group of students and staff of the Academy of Art at 620 Sutter Street, an AAU Residential Hall.

Howard and Sam provided some outstanding crime prevention tips to help the students protect themselves and their property. Both officers gave some very detailed information covering a wide spectrum of campus life from travelling at night with a friend and in groups; awareness of one's environment when using a cellular phone or operating ATM machines; safety and crime prevention tips to protect one's property by listing serial numbers to personal computers, iPads; cell phones and noting credit card or debit card numbers in a safe place to personal safety considerations involving pepper spray or other authorized legal chemical agents.



Officers Howard Chu and Sam Yuen of Central Station at the Academy of Art University Crime Prevention event.

The officers spent the better part of an hour and a half speaking to the students and then answering questions from the group.

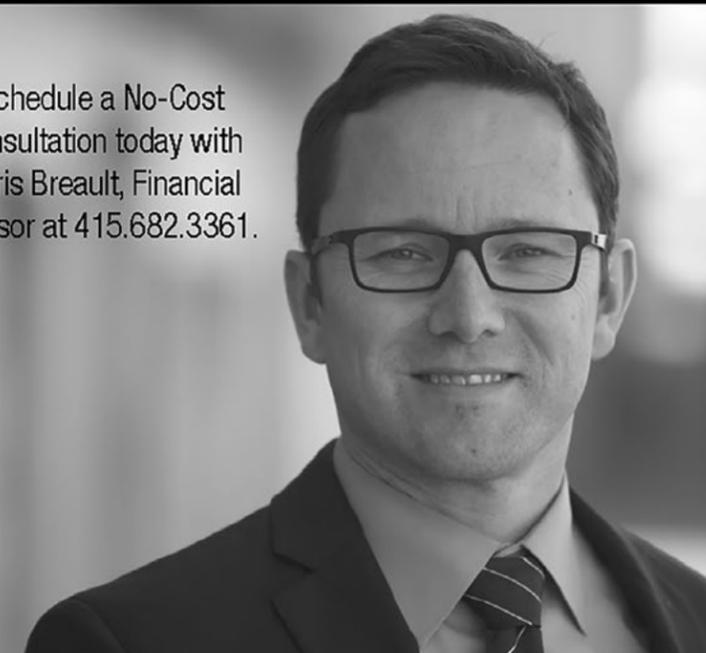
This outreach was very well-received by the students and staff, and they were grateful for the time and efforts of two of San Francisco's Finest.

Howard and Sam are two veteran officers who represent the Department and Association in outstanding fashion and are just two more examples of the great work performed by our members on a daily basis.

Great work, guys, thank you very much!

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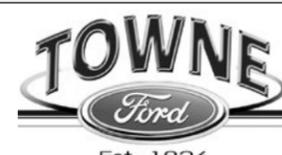
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Our deepest condolences go out to the entire Etcheber family. Stacee was a wonderful caring wife, mother, and daughter. She will be terribly missed. Prayers for the Etcheber family.

— SFPOA

Al Etcheber
October 3 at 5:43am

It's with a heavy heart and deep sorrow, Stacee Etcheber has passed away. Please pray for our family during this difficult time. She leaves behind two adoring beautiful children and an amazing husband. Thank you to everyone for all the support in this past few days.

We will dearly miss you.....



Las Vegas Memorial

By Martin Halloran,
SFPOA President

October 5, 2017 — Yesterday, POA Secretary Rick Andreotti and I went to one of the impromptu memorial sites that have been started here in Las Vegas. This memorial is on Las Vegas Blvd & Reno Blvd just outside of the concert venue. There were dozens of people standing around the memorial and there was a heavy media presence. This memorial site is growing larger every day.

We placed a framed photograph of Stacee at the site along with a POA challenge coin.

Below Stacee's photo reads:

Stacee Etcheber

Beloved Wife, Mother, Daughter And Friend

We Will Never Forget

The SFPOA, on behalf of Vinnie Etcheber, wishes to thank all who have offered comfort and condolences to the Etcheber family during this senseless tragedy. The outpouring of love and support from law enforcement and the community at large has been overwhelming and very much appreciated.

Donations for the care and educational needs of the Etcheber children are still being accepted at the Etcheber Family GoFundMe Fundraiser page.



<https://www.gofundme.com/etcheber-family-fund>



The senseless killings in Las Vegas have left all of us reeling and seeking answers as to why this tragedy happened. We are devastated about the loss of Stacee Etcheber. She was a beautiful, caring, fun-loving wife, mother, daughter and friend.

We are now dealing with members and their families who have lost everything in the firestorms in Napa and Sonoma Counties.

During trials and tribulations is when we are at our best. We rally and unite around those who are hurting, those who need our help, and those who are the most vulnerable. The October paid public service announcement on KCBS radio touches on this.

God bless Stacee Etcheber and all those who have suffered and been impacted by these tragedies.

— Martin Halloran

<https://tinyurl.com/y7t46h79>



Stacee Etcheber Comes Home

October 9, 2017 — Yesterday, Stacee Etcheber was escorted by the Henderson Police Department, in Nevada, from the mortuary in Henderson to the Las Vegas airport. Stacee arrived home in San Francisco and on the airfield at SFO she was reunited with her husband, her children, her family, and her friends.

A SFPD uniformed Honor Guard carried Stacee from the aircraft to the hearse while SFPD Chief Bill Scott, members of the Command Staff, rank and file SFPD members from the Airport Bureau and Co E, uniformed members of the SFFD, and employees from Southwest Airlines stood at attention.

Read more on ABC7 News: <https://tinyurl.com/yd85tjar>

Impressive to say the least and deserving for such a wonderful wife, mother, daughter, and friend.



www.thepadstudios.com/

Yoga Center Raises Funds for Etcheber Family

By Courtney Harris, Yoga Instructor
Forwarded to the *Journal* by Val Kirwan

When tragedy strikes – especially taking the lives of innocent people, our community is rattled. Everyone wants to help and not everyone knows exactly how.

This is what police officers are trained to do in the line of duty-to be of service.

A message of yoga as a spiritual practice is also to be of service. One of

the most succinct and powerful messages of the practice written in the Yoga Sutras — or sacred yoga texts — is Lokah Samastah Sukhino Bhavantu — “May all beings everywhere be happy and free, and may the thoughts, words, and actions of my own life contribute in some way to that happiness and to that freedom for all.”

On Friday night October 20th, a benefit class hosted by San Francisco yoga instructor Courtney Harris was held at

the Pad Studios on 1694 Union Street.

\$1200 (\$730 that night — and an additional \$450 online) was raised for Vinnie Etcheber who lost his wife Stacee in the tragic shooting in Las Vegas while he was off duty aiding those in need. Orange refreshments and balloons were displayed to honor the victim, which was her favorite color. Musician West Mountain Jay performed live acoustic guitar for 40 attendees.

Our community is so thankful for its

law enforcement and more importantly their family and friends that support them. While we will never understand the events that took place in Vegas, we hope that the Etcheber family will feel our heartfelt condolences as they continue to grieve — and that they do not lose the faith that there are kind and loving people in the world.

SFPD Participating in Mutual Aid to Sonoma County Agencies

By Michael Nevin
Northern Station

San Francisco Police Department mutual aid to Santa Rosa and Sonoma County began on the morning of October 9. The SFPD detailed two shifts each day, providing one platoon on each shift.

I was part of the SFPD mutual aid response for Friday, October 13 (the same day that the photos were taken) on the day watch. I worked with the mutual aid contingent in Santa Rosa. We were assisting Sonoma County Sheriff's Office. It was quite an experience. The devasta-

tion that this area has been subjected to is extraordinary. Yet, the people we helped were some of the finest people I have ever contacted in my career.

Also working in the area was a very dedicated group of people from a non-profit relief organization called United by Blue. Angela Butherus, wife of Patrick Butherus, Tenderloin Station, is a founding member of the service that provides support to law enforcement and other first responders. She and several other fine ladies, who makeup a group of first responder families, dropped off food for all of the command posts located in Santa Rosa.



A poignant message to Sonoma County first responders. (PHOTO: A. BUTHERUS)



L to R: Angela Butherus, Jessica Cillia, Mike Nevin, Erin Carter. (PHOTO: A. BUTHERUS)



A well-stocked private vehicle of a United by Blue volunteer.



A flag waving in front of burned out Coffey Park, Santa Rosa, California. (PHOTO: M. NEVIN)



Helping set up at a command center. (PHOTO: A. BUTHERUS)

Learn more about United by Blue and Help Us Support our Law Enforcement Family

By Angela Butherus,
UBB Board of Directors

United by Blue — Law Enforcement Family Support (UBB-LEFS) has a mission to provide support services to spouses of Law Enforcement Officers and their families; to develop and maintain a platform in which we can express ourselves freely without fear of retaliation or threat; and focus on strengthening relationships between the community and Law Enforcement. On Friday, October 13th, 3 police wives from the United by Blue Board of Directors, Angela Butherus (San Francisco PD wife), Erin Carter (Oakland PD wife) and Dominique Tillman (Pleasant Hill PD wife) drove up to the North Bay to deliver sandwiches, snacks and sports drinks to the first responders working the fires. Monetary and gift card donations had been donated to support their trip, as well as begin to offer assistance to our fellow law enforcement families that have lost their homes in the fires. They dropped off donations to CHP Santa Rosa, Sonoma County Sheriff's Office and Santa Rosa Police Department and the Emergency Operations Center in Santa Rosa. Napa County agencies have not been forgotten, they just couldn't get to them with the fire in the state it was in at the time.



Immediate needs for our law enforcement families that have lost their homes...
Gift cards: Target, Walmart, Visa/M C/AMX, 5.11 (to buy new uniforms), Costco, Safeway, Trader Joe's, and Whole Foods

Gift cards can be mailed directly to the address below. Please include a note or write on the envelope "Attention: North Bay Fires."

United by Blue, LEFS
2455 N Naglee Rd #182
Tracy, CA 95304

Monetary donations can be made as well through either of these resources:
Paypal: united_by_blue@yahoo.com
Venmo: @UBB-LEOW

All donations are tax deductible - Tax ID/47-4615190
Thank you all in advance for your incredible support!

From Fleet Week to Fire Rescue

By Sgt. Dan Laval, SFPD Marine Unit

Fleet Week 2017 was an incredible success on the San Francisco Bay. The yearly event draws hundreds of thousands of spectators to the San Francisco waterfront and on the San Francisco Bay. The crowds gather for the Parade of Ships, The Blue Angels Air Show, and all of the other special events throughout the City. During the past two Fleet Week celebrations the San Francisco Police Marine Unit has experienced two major vessel accident events in 2015 a fatal capsized vessel accident near the Farallon Islands and in 2016 another capsized vessel accident where thirty persons went into the bay with a four year old child drowning and being resuscitated through the heroic efforts of the first responders on scene. This year the SFPD as well as USCG stepped up aggressive safety enforcement patrols and with the exception of a few minor vessel collisions there were no major on the water incidents.



Officer Nick Bettencourt and Sonoma County Animal Control Officer rescuing two miniature donkeys.

The Final Air Show concluded on Sunday and the entire Marine Unit was looking forward to a break from the chaos on the bay with a non-eventful Monday, but this was not going to be the case. At approximately 4:30 AM I received a call from Officer Matthew Mattei (SFPD Marine Unit) who lives in the North Bay, and he advised me he was responding to a fire call-out in Santa Rosa. Officer Mattei is a volunteer fire fighter for the San Antonio Volunteer Fire Department and holds the rank of Captain. Captain Mattei also advised me he had contacted Officer Nicholas (Nick) Bettencourt (SFPD Marine Unit) who lives in the area where the fires were reported to be, and said he was in the process of evacuating his family and horses from his property. Captain Mattei was requested to respond to

Fountaingrove with his crew and assist with the firefighting efforts there. While enroute his team lost communication with Sonoma County Fire Dispatch, so they were left with locating an area to respond on their own.

The San Antonio crew arrived on scene and could not believe what they saw. They were in the middle of an inferno that was engulfing the entire neighborhood. The block they were on had approximately six homes engulfed in flames with dozens more in the distance also on fire, so they decided to protect the homes not yet burning. For hours they fought back the raging inferno until the hydrant they were working off of lost water pressure. A resident who had stayed back to protect his home advised the San Antonio crew that a neighbor had a swimming pool, so the crew dropped a line in the pool and began to pump water out of the pool to continue the fight. Day light broke and the valiant efforts of the San Antonio crew were soon realized. They had saved the five homes they committed to protect, while dozens more around them had gone up in flames. Captain Mattei and his crew continued fighting fires, evacuating homes and clearing combustible materials from around homes for several more days, and their heroic efforts contributed to numerous saved homes and successful evacuations of residents.

While the Firefighters were conducting a defensive assault on the fires numerous others were also contributing to the rescue efforts including Officer Nick Bettencourt. On Monday morning after Nick ensured his family and horses were moved to a safe location he notified me at approximately 5:30 AM he would not be coming to work and began to go into the burn area and rescue other people's animals. Nick worked tirelessly Monday and Tuesday on his own with his personal truck and trailer to rescue animals. When Wednesday came around Captain Jack Hart the Commanding Officer of SFPD Homeland Security Detail and Marine Unit authorized Nick to continue his rescue efforts per mutual aid. Nick continued to rescue animals in coordination with Sonoma County Animal Control Officers Wednesday and Thursday, and in total was responsible for the rescue and transport of over 60 farm animals including: horses, cows, lamas, goats, chickens, and more.

I would like to commend Officer Matt Mattei (aka: Fire Captain Mattei), Officer Nick Bettencourt, and Captain Jack Hart for their efforts above and beyond the call of duty during this unthinkable event.



Officer Nick Bettencourt with a rescued horse he had to chase down.



SFPD Officer Matt Mattei (aka: Volunteer Firefighter Captain Mattei) fighting North Bay Fire.



PHOTOS BY ASHLEY KASSIS, VALLEY BROOK EQUESTRIAN CENTER

SFPD Mounted Unit Delivers Hay to Rescued Horses

By Martin Halloran

Mutual aid has been requested so many SFPD officers are working long hours in the fire areas of Napa and Sonoma Counties. Yesterday the POA received a call that there were over 150 horses that have been rescued and are being held at an equestrian center in Napa. There was a desperate cry for hay since they had no food for the horses. The SFPD Mounted Unit and Honda Unit sprang into action. Within 12 hours our members were able to deliver over 50 bales of hay to the center so these frightened animals can be fed. Well done indeed!



A sampling of Facebook comments:

"You guys are awesome!"

— Matt Fraize

"A full service Police Department! Thanks to all who are helping."

— Judith Laskowski

"Always proud of the members of the SFPOA. They have always, and will always be my family. Seeing moments of mutual aid makes me especially proud. Neighbors helping neighbors. If life could always be so simple."

— Lauren Goldberg

"SFPD rocks." — GERALYN KAVANAGH

"Another example of LEO's going over and above. More of these stories need to come out!"

— Dan Sewell

SFPD Wilderness Program

Established in 1981 the Wilderness Program brings San Francisco's inner city youth together with the city's police officers to share positive and challenging outdoor adventures.



The San Francisco Police Officers Association has been a proud sponsor of the SFPD Wilderness Program for many years.

On Tuesday, October 24, 2017, the Wilderness Program and Leonard Flynn Elementary School went on a day hike at on Angel Island. Over the course of the day, we hiked over 6 miles.

Participating were 19 students (9-11 years old), 1 teacher, 7 chaperones and 3 officers.



On Thursday, October 26, 2017, the Wilderness Program and Monroe Elementary School went on a day hike in McLaren Park.

Participating were 19 students (7-8 years old), 1 teacher, 6 chaperones, and 3 officers.

— Ofc. Karl Ma #1653, SFPD Wilderness Program

Community Investment Grant

We at the San Francisco Police Officers Association are pleased to announce the most recent recipient of our quarterly Community Investment Grant, The Asian Pacific American Community Center (APACC)! With our \$5,000 grant, APACC will purchase wellness equipment to serve clients participating in both their free Afterschool and Seniors programs such as a basketball hoop and mount, volleyball nets, various board games and supplies. A resounding thank you to APACC for the continued services you provide to the young people and seniors living in Visitacion Valley!

Applications for the fourth quarter of the Community Investment Grant are now open! If your organization works to complete neighborhood improvement projects that directly serve the needs of your community, the apply today. Applications will be accepted on a rolling basis, and awardees will be announced in December.



SAN FRANCISCO DONS

FIRST RESPONDER NIGHTS
To show our gratitude, USF Athletics would like to offer complimentary tickets to the following games for all first responders.

- 10/21** MEN'S SOCCER vs SMU
7 PM NEGOESCO STADIUM
- 11/9** WOMEN'S VOLLEYBALL vs LMU
7 PM WAR MEMORIAL GYM
- 11/29** WOMEN'S BASKETBALL vs STANFORD
7 PM WAR MEMORIAL GYM
- 12/14** MEN'S BASKETBALL vs. UC DAVIS
7 PM WAR MEMORIAL GYM

For more information, please contact Nick Goss at ngoss@dons.usfcaedu.

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Wife of Sgt. John Hallisy — Narcotics Bureau, retired

The Tears of Victims

By Gary Delagnes
Victim Rights Advocate

In the October issue of the *Journal*, I wrote about the senseless murder of Catina Salarno and the unending work of her ever-grieving mother, Harriet, and sister, Nina Salarno, to advocate for victim's rights in California. This month, I introduce you to one of my favorite residents of "Death Row" and memorialize his sadistic crime.

Like most murderers, Michael Morales is a coward. While he cavalierly took the life of another — and showed no remorse for doing so — he continues to plea for his own life to be spared. He and his lawyers have made and are making every effort to avoid the death sentence, which he so rightly deserves. Californians are inundated with editorials and articles from a liberal media decrying the inhumane act of execution for people like Michael Morales while at

the same time they disregard the rights of the victims, and those that are left behind to grieve the senseless loss of a loved one.

Michael Morales was convicted of murdering 17-year old Terri Winchell on January 8, 1981. (You read that correctly; that was 36 years ago!) His defense, of course, was that it wasn't his fault because he was high on PCP and the crime was not premeditated. Morales execution date was supposed to be February 21, 2006, but his date with the needle was postponed due to the fact that the combination of drugs used at the time *might have* caused him severe pain. Unbelievable!

Well, since this convicted piece of garbage is still with the living because a judge did not want to subject him to too much suffering, let's take a look at the severe pain that Mr. Morales exacted on his innocent victim.

On January 8, 1981, Morales brutally

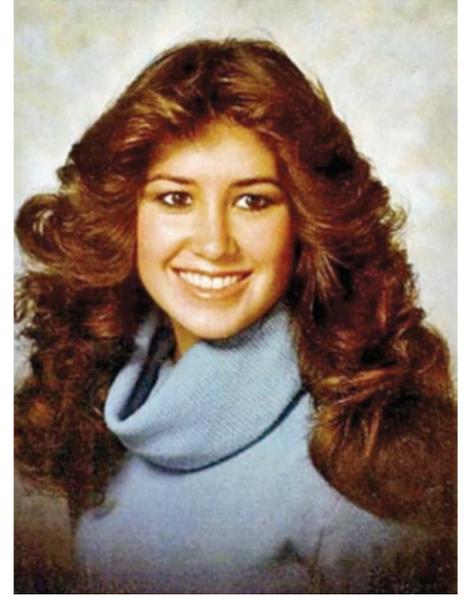
raped and murdered Terri Winchell. Morales was asked to kill Winchell by his cousin, Ricard Ortega. Morales responded, "Sure, I'll do it. Can I rape her too?"

He did just that. He stalked Winchell, attacked her from behind on a deserted highway, punching and kicking her all over her body. He then attempted to strangle her with his belt. She managed to put up sufficient resistance, so Morales smashed her over the head with a claw hammer until she collapsed. He then raped her while she was unconscious and stabbed her four times in the chest with a steak knife. She died on the spot.

Morales now says he is sorry for his crimes, and has found God in Prison.

Of course he has. What else is new?

And the really sad part of his jail house epiphany is that the Jeff Adachis of the world actually believe that he has, and thus maintain that it would be inhumane and an affront to his new



devotion to execute this predator. After all, who are we to judge?

Well, I ask who were the 12 jurors who judged that he should die for his brutal crime, and did so more than three decades ago? My guess is that Morales has actually outlived some of those good folks.

You couldn't make this stuff up!





**FIRST ANNUAL SFBALEES
BOWLING EVENT
SUNDAY NOVEMBER 19TH, 2017
3:00PM—7:00PM
PRESIDIO BOWL
93 MORAGA AVE, SAN FRANCISCO**



**ADULTS \$30.00, Youth (12-18) \$10.00, Under 12 FREE!
NO RSVP NECESSARY
ENTRY FEE WILL BE COLLECTED AT THE DOOR.**

Columbia Association News

By Liane (Scarsella) Corrales,
Retired SFPD

"I'll make you an offer you can't refuse!"
— From the movie "The Godfather"

Caro amici (Dear friends), as many of you know, SFPD members, both active and retired, once again marched in the Columbus Day parade. Again, as it is every year, it is our honor to march down the historic streets of North Beach, our city's "Little Italy," where many of us have our roots! We proudly marched with the banner of the "California Law Enforcement Columbia Association."

Our Association promotes friendship and patriotism among Italian-American public safety officers and first responders through various events and contributions. Non-Italians are encouraged to join as affiliated members. Our members represent SFPD, State Parole, CHP, Daly City PD, San Francisco Sheriffs, SFFD, etc. We even have members who are



Liane Corrales, Angelo Spagnoli, Lorraine Lombardo

Italian Carabinieri.

Interested parties can contact me, Insp. Liane (Scarsella) Corrales, retired SFPD at (415) 759-1076, gc1207@comcast.net, or Leo Pierini, retired State Parole (415) 716-6813. Please sit back and enjoy these photos from this year and previous years. Grazie!



Al Casciato, Liane Corrales, Lorraine Lombardo, Angelo Spagnoli.



Julio Bandoni, Lorraine Lombardo, Liane Corrales, CHP cadet.



Gianrico Pierucci, Tony Manfreda, RCMP officer, Liane Corrales, Angelo Spagnoli.

SF Dispatcher of the Month



Edwin M. Lee
Mayor

Department of Emergency Management
1011 Turk Street, San Francisco, CA 94102
Division of Emergency Communications
Phone: (415) 558-3800 Fax: (415) 558-3843
Division of Emergency Services
Phone: (415) 487-5000 Fax: (415) 487-5043



Anne Kronenberg
Executive Director

Date: October 1, 2017
To: **Ema Sasaki, Public Safety Dispatcher**
From: Lisa Marie Gerard, Employee Recognition Coordinator
Re: Communications **Dispatcher of the Month — October 2017**

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month for October 2017** in recognition of an incident in the Mission District on Rayburn St.

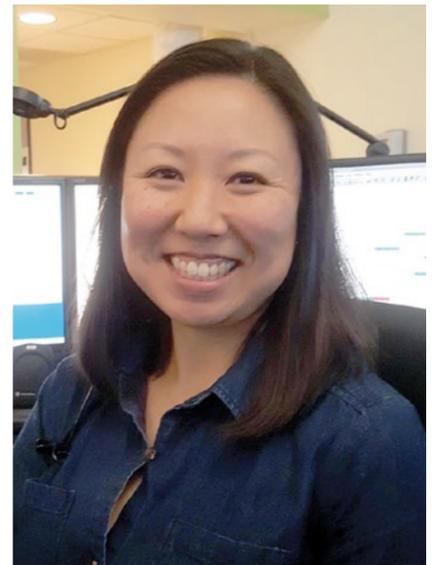
On Saturday, September 30th, you were staffing PD Channel A4 when a call was sent up for officers to check on 2 people sitting in a vehicle, one appeared to be injured and there was a gun seen in the hand of one of the occupants of the vehicle.

This circumstances of the situation were unknown, however you worked quickly in obtaining information for the responders, helped organize those that were responding and kept in constant communication with all involved. This included requests for additional equipment and specialized manpower needed for responder and public safety.

Your reassuring voice kept everyone calm as you flawlessly repeated traffic ensuring everyone was informed of all changes. You took a situation that was stressful and intense and commanded a calm and professional channel.

We commend you in your performance and execution of your duties! You gave the situation and our colleagues your undivided attention and executed all tasks with a quick and thorough response. Your handling of this incident reflects upon your topnotch skills as a telecommunicator.

Congratulations, Ema!!



Hobart Nelson, SFPD (1953-1978) passed away on May 25, 2017 at age 93. His surviving spouse, Olive Robinson, in loving memory of "Hobie" gave to the POA his archive collection of photos, news stories, uniforms and sketches. His collection includes photos while he was assigned to the Solo motorcycles with U.S. Presidents Harry Truman, Dwight Eisenhower and Richard Nixon. Receiving this well preserved and valued collection from Mrs. Robinson are POA members, Mike Hebel, Paul Chignell and Val Kirwan.

Hobie Nelson began his career in public safety working initially with the SF Fire Department (1948-1953) and then with SFPD retiring in 1978 as an inspector in the Homicide Bureau.

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Don Sloan
retired SFPD

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Widows' and Orphans' Aid Association

PO Box 880034, San Francisco, CA 94188-0034 ♦ Established 1878 ♦ Telephone 415.681.3660

Tuesday October 10, 2017

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at the Hall of Justice on Tuesday October 10, 2017, at 1 pm. The regular order of our meeting was preempted for a vote of our new Trustee candidate Rob Forneris. Trustee Al Luenow made a motion to vote for Rob Forneris as a new Trustee for our vacant seat. Trustee Jim O'Meara seconded the motion. The vote was unanimous in favor of Rob Forneris who is now our new junior Trustee.

Roll Call: President John Centurioni, Vice President Leroy Lindo, Secretary Mark McDonough, Treasurer Dean Taylor, Trustees James O'Meara, Al Luenow, Rob Forneris and Bookkeeper Julie Centurioni were present. Trustees Ray Kane and John Keane were excused.

Approval of the Minutes: Trustee Jim O'Meara made a motion to approve the minutes from our September 2017 meeting. Trustee Rob Forneris seconded the motion. The motion passed without objection.

Applications; Suspensions; and Reinstatements: The WOOA will be presenting our membership and accepting applications with the 257th Recruit Class on October 23, 2017. Trustee Jim O'Meara will respond to the San Francisco Police Academy at 3 pm for WOOA membership sign up. New suspension letters were sent on September 29, 2017 to the following members who have not paid their 2017 dues: Ray Carlson, Albert Fernandez, Donald Hansen, David Householder, Eugene Messerschmidt, Ed Packard, and Vivian Williams. There were no new reinstatements.

Communications and Bills: Treasurer Dean Taylor presented the monthly bills which included death benefits paid to the beneficiary(s) of fallen members David Seyler and Frank Williams. Trustee Jim O'Meara made a motion to pay

the bills and the death benefits. Trustee Al Luenow seconded the motion. The motion passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: The WOOA was contacted with the sad news of our members passing;

Ray Crosat, age 89: Ray Crosat was born in San Francisco, California on February 26, 1928. Ray graduated from Sacred Heart High School in San Francisco. After High School, Ray is listed as being a "Dairyman". If there is anyone under the age of 50 who reads this column, you may not recall or know, that back-in-the-day, milk was delivered to residences in San Francisco. A resident could sign up for milk delivery just as you would the newspaper. This process involved the use of a telephone since the computer was not yet created. We could not go "on line" for our purchases. Ray joined the San Francisco Police Department on January 16, 1954. Ray wore star #1816 and left the Academy on March 1, 1954. Ray worked the following assignments during his 30 year career: Co. K Traffic (March 1, 1954), Co. K 3 Wheelers (July 28, 1955), and Ray's final listed assignment was Permits (promoted to the rank of Sergeant April 9, 1980). Ray retired with a service pension on November 30, 1983. For services rendered on June 2, 1970, Ray was awarded a Silver Medal of Valor. On that day, at 1211 hours, a suspect held up the Provident Loan Company at 932 Mission Street in San Francisco. To our young readers a "hold up, or stick up" is a robbery. The suspect was cornered in the parking lot and took cover. Police Officers Richard Anderson, Ray Crosat, Ronald Hansen, Frederick Mott, and Patrol Special George Rankin were present and exchanged gun fire with the suspect. According to witnesses, the suspect placed his gun to his head and committed suicide. All named Officers received a Silver Medal of Valor.

After retiring Ray and his wife enjoyed 5th Wheeling and ballroom dancing. Ray was a member of the South End Rowing Club and was an avid handball player winning numerous tournaments, and gold and silver medals in the Police Olympics (now the Police Games). Ray was a member of the SF Veteran's POA; a Past President of the Widows' and Orphans' Aid Association, Past President of NSGW #157, Past President of the Verdi Club, and a member of the Italian American Social Club, the South San Francisco Elks Lodge, the Golden Gate Smooth Dancers, and the YMI. Ray is survived by his daughter Kathie Bailey (Don), his sons retired S.F.P.D. Sergeant Bob Crosat (Nancy), and Raymond John Crosat (Marty). Ray is survived by six grandchildren, twelve great grandchildren, and several nieces and nephews.

Report of Special Committee: No report this month.

Unfinished Business: The Board will meet next month and review the 2018 dues raise. A discussion and vote will likely occur regarding whether the dues raise is needed.

New Business: Vice President Leroy Lindo will respond to Sigmund Stern Grove on Thursday October 19, 2017 for the S.F.P.D. Retirement Seminar. Leroy will remind the class that they will be "off" payroll when they retire and their dues contribution will stop via paycheck. Retirees are billed through the mail and have payment options of paypal (sfwidowsandorphans.org), automatic payment through their bank or financial institution, or by check (through the mail). Leroy will also remind the class that they can check their listed beneficiary by emailing or calling Secretary McDonough (markmac825@comcast.net, 415 681-3660).

Good of the Order: No report this month.

Adjournment: President Centurioni

led our Board in a moment of silence for our fallen members. President Centurioni scheduled our next meeting for Tuesday November 14, 2017. The meeting will be held at 850 Bryant Street in the Traffic section of the Hall of Justice at 1 pm.

To All: Please visit our website at sfwidowsandorphans.org. Members can access beneficiary forms for any needed changes. Please click on the 'Resources' box on our face page. Print and complete the form. A new beneficiary change requires a signature by a Notary, or WOOA Board Member. Please use this form for any address or contact changes. Address and contact number changes do not require a signature by a Notary or Board Member. Each year we discover that various members have changed their address and contact numbers, and have NOT notified the WOOA. This lack of notification creates problems in our yearly billing. We must then conduct investigative efforts to find the member. If the member does not use the automatic payment method(s), they become delinquent and are subsequently suspended and often dropped from the roll. Please assist our efforts by notifying us of any necessary changes. We express our thanks and gratitude each month to the following men and women who greatly assist our organization each month: Thank you to retired S.F.P.D. Captain and currently the POA Defense Administrator Paul Chignell, David Ng of Personnel, Risa Tom and Sgt. Rachael Kilshaw of the Police Commission Office, retired Traffic Solo and the current and long-standing editor of the *POA Journal* Ray Shine, retired S.F.P.D. Lieutenant and website host of the Gold Country Reaper Rene LaPrevotte, and finally to the entire Traffic Solo Company who graciously affords us office space for our files, and a room to hold our monthly meetings.

Mark J. McDonough,
WOOA Secretary

In Memoriam...

The following San Francisco Police Officers were killed or died in the line of duty in the month of **November** of ...

1994: Officer James L. Guelff, shot by car-jacking suspect.

1989: Officer John Blessing, struck by vehicle while in foot pursuit of drug dealer.

1937: Officer Cornelius Brosnan, killed in vehicle collision.

1930: Officer Charles Rogerson, struck by vehicle while walking foot beat.

1928: Officer Frederick N. Spooner, killed in vehicle collision.

1923: Officer Joseph G. Conroy, struck by vehicle while directing traffic.

1919: Detective Sergeant Antone Schoembs, shot while pursuing car theft suspect.

1915: Corporal Frederick H. Cook, shot by robbery suspect.

1911: Officer Thomas Finnely, shot by murder fugitive.*

1911: Officer Charles F. Castor, shot by murder fugitive.*

1908: Chief of Police William J. Biggy, drowned after falling from Police Boat.

1906: Officer George P. O'Connell, shot by robbery suspect.

* The suspect was convicted of both officers' murder and hanged at San Quentin.

Learn more about San Francisco's Finest who died in the line of duty:

Visit the *Officer Down Memorial Page* at
www.odmp.org/agency/3445-san-francisco-police-department-california

Read *Men of Courage*, by Captain Thomas G. Dempsey (retired)



Deaths

The *POA Journal* was notified* of the recent deaths of the following SFPD members, non-sworn employees (n/s), or affiliated persons:

SIDNEY CHAN
Age 81, Former SF Police
Commissioner
Died October 2, 2017
Notified by R. LaPrevotte

JOHN FITZINGER
Age Unk., SF Patrol Special Officer
Died October, 2017
Notified by R. LaPrevotte

RAYMOND ALBERT CROSAT
Age 89, Retired SFPD
Died October 5, 2017
Notified by M. Ortelle

MARIO POLA
Age 88, Retired SFPD
Died October 20, 2017
Notified by M. McDonough

*Notifications are made by a POA member, family member, or other reliable source. The *POA Journal* believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

Any member may submit a separate memorial tribute to a deceased member. Any such piece will not appear in the matrix, but will be placed in the Mail section, or, *with prior approval of the editor*, as a sidebar piece. The *Journal* will also accept and publish in the Mail section short letters about a deceased member written by a person in the immediate family. However, the *Journal* will not reprint obituaries or photos that were published in any other print media, web site, or Internet blog.

POA Mail

To Marty and the SFPOA —

On behalf of my entire family, I would like to thank Marty and the SFPOA for everything they have done for me and my family. The support I have received was above and beyond anything I could have ever imagined. We are lucky to have an association that rallies around its members and families during these tragic events. I could not have done this alone. I thought I could. I was wrong. I received numerous calls after the tragic event from friends, coworkers, and family members offering to help in any way. The support and generosity has been overwhelming.

I would also like to thank the SFPD Command Staff and fellow officers who were there for me every step of the way. The support and help I received from everyone made it a little easier to deal with.

Thank you all from the bottom of my heart!

I am proud to be a San Francisco Police Officer

Oro en Paz Fierro en Guerra
Off. Vinnie Etcheber #1821

Sheriff Joseph Lombardo
Lieutenant Ray Spencer
Las Vegas Metropolitan
Police Department

Dear Sheriff Lombardo
and Lieutenant Spencer—

On behalf of Vincent Etcheber, the Etcheber Family and the San Francisco Police Officers Association Board of Directors, I would like to extend our heartfelt gratitude for the direct assistance and support you provided in the search for Stacey Etcheber.

Even though the outcome was tragic, your kindness and professionalism brought tremendous comfort to the family, culminating with Lieutenant Spencer and several members of your department attending her funeral mass in San Francisco. These actions gave strength to the family through the most horrible days of their lives. We are eternally grateful for your thoughtfulness.

Sincerely,
Martin Halloran
President

John Fudenberg, Coroner
Tiffany Brown, Senior Investigator
Clark County Office of the
Coroner/Medical Examiner

Dear Mr. Fudenberg and Ms. Brown—

On behalf of Vincent Etcheber, the Etcheber Family and the San Francisco Police Officers Association Board of Directors, I would like to extend our deep appreciation and gratitude for your assistance in bringing Stacey Etcheber home.

Senior Investigator Tiffany Brown went above and beyond in facilitating the arrangements so that Stacey could

be reunited with her family and laid to rest. We are eternally grateful for your kindness throughout this horrible ordeal.

Sincerely,
Martin Halloran
President

Acting Chief Todd Peters
Captain Eric Denison
Henderson Police Department

Dear Chief Peters
and Captain Denison —

On behalf of the Etcheber Family and the San Francisco Police Officers Association Board of Directors I would like to extend our heartfelt gratitude for the respect you and your officers showed Stacey Etcheber and her family by escorting her body from the funeral home in Henderson to the Las Vegas airport.

Even though the outcome was tragic, your kindness and support helped bring strength and comfort to the family through the most horrible days of their lives. We are eternally grateful for your thoughtfulness.

Sincerely,
Martin Halloran,
President

Chief Joanne Hayes-White
San Francisco Fire Department

Dear Chief Hayes-White—

On behalf of Vincent Etcheber, the Etcheber Family and the San Francisco Police Officers Association Board of Directors, I would like to extend sincere gratitude for the honor you bestowed upon Stacey Etcheber by providing a ladder truck with an American flag at her funeral mass.

This seemingly simple act of kindness and respect brought tremendous comfort to the family and was much appreciated.

Sincerely,
Martin Halloran
President

Captain Aristotle Wolfe
CHP Golden Gate Division

Dear Captain Wolfe—

On behalf of Vincent Etcheber, the Etcheber Family and the San Francisco Police Officers Association Board of Directors, I would like to extend our sincere appreciation for the escort provided by your officers from Stacey Etcheber's funeral mass at St. Mary's Cathedral to her final resting place in Novato.

The professionalism and consideration of the officers was a great comfort to the family as they struggle to make peace after the horrible tragedy.

Sincerely,
Martin Halloran
President

Jon S. Handlery
President and General Manager
Handlery Union Square Hotel

Dear Mr. Handlery —

On behalf of the Etcheber Family and the San Francisco Police Officers Association Board of Directors, I would like to extend our heartfelt thanks and appreciation for your very generous donation to the Etcheber Family.

Although nothing will erase the family's heartache, the outpouring of support from community members like you definitely helps ease their pain. We are eternally grateful for your thoughtfulness.

Sincerely,
Martin Halloran
President

Editor —

It has been quite apparent to me and many others for an extended period of time that the "I never met a criminal I just didn't love", social justice warrior Jeff Adachi, has the intestinal fortitude of a couple of dried up raisins.

He has absolutely no shame whatsoever!

He is clearly delusional and has nary a modicum of respect for the rule of law. He has made a career of bashing cops and politicizing every damn thing that comes across his desk.

I would love to see him playing dodgeball with a two ton weapon being driven directly towards him by a drug crazed individual.

This guy Adachi is nothing more than a clown face that has been fooling the ignorant voters of this sad town for too long.

Like so many others of his putrid ilk, Clown Adachi never allows the facts get in the way of his personal, political agenda.

Flush this clown!!

Kevin Martin
Assistant Legal Defense
Administrator
San Francisco Police Officers'
Association

Marty and SFPD—

Your resilience in serving the public well despite recent horrendous events is commendable. For those who served in fire ravaged areas, I have a parishioner at St Mary Star of the Sea Church in Sausalito who works for the Southern Marin Fire District.

(He knows of my affiliation with SFPD as a chaplain and as a community proudly praying for police, firefighter and EMS safety at each Mass we hold.)

He asked me to communicate all firefighter gratitude for the exemplary service of the SFPD in policing areas

affected by fires. As he was speaking, another Napa resident/parishioner seconded the compliment with gratitude.

Both noted that a very few people had removed (some would say vandalized) signs of thanks for first responders by removing reference to gratitude for police services. Both asked to explicitly communicate "THANKS FOR GENEROUS, COMPETENT AND KIND SERVICE. YOU ARE ALL APPRECIATED!!!"

Fr Mike Quinn,
SFPD Chaplain and City native

Dear Marty —

A heartfelt thank you for the kindness shown by the POA and SFPD officers during my mother's recent illness and passing. The spray of flowers sent by the POA was spectacular. I wish Mom could have seen them herself. She always loved flowers. The SFPD motor officers exhibited the utmost professionalism escorting our family and funeral guests to Holy Cross Cemetery. The escort was especially helpful as we had several elderly guests who were unfamiliar with the route. The support of the POA lightened the burden of this difficult time for my family.

I am proud and honored to be part of the POA and SFPD family by association. It is truly a family as several retired officers as well as active officers attended my mother's services to support my nephew Frank and our family. It was wonderful to see Brian's partners and friends.

Thank you once again for POA's support. It is deeply appreciated.

Teresa Olcomendy

Dear SFPOA —

Thank you for your generous donation to BALEAF (Bay Area Law Enforcement Assistance Fund). BALEAF assists law enforcement members and their families who have experienced a line of duty death, catastrophic event, injury or illness. On behalf of the entire BALEAF Board of Directors, we thank you for your many years of ongoing commitment and generous support of our organization .

Sincerely,
Kelly Blackwell-Garcia

Dear SFPOA—

On behalf of our parish and school communities, I wish to extend to you my profound gratitude and appreciation for your generous sponsorship of St Paul's 20th Annual Auction Dinner Dance: An Evening on the Red Carpet.

Sincerely,
Rev. Mario P. Farana Pastor



**SFPOA Member Benefit
(Retired and Active)**

By Martin Halloran, President

The San Francisco Police Officers Association provides Free Notary Public Service to all members, active and retired.

This service is available Monday through Friday during normal business hours at 800 Bryant Street, 2nd Floor.

Just call Office Manager Cyndee Bates at 415-861-5060, or email her at Cyndee@sfpoa.org to schedule a Notary appointment.

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Fighting the Good Fight

A win for the SFPOA: officers must be allowed to use CTO

instead of sick leave during FMLA leave to maintain rights under MOU's wellness program

Reprinted from *The Labor Beat*
Messing Adam & Jasmine LLP
September 2017

Forwarded to the *Journal*
by Paul Chignell
Former POA President and
Current Legal Defense Administrator

On February 22, 2017, the City and County of San Francisco and the San Francisco Police Officers' Association (SFPOA) arbitrated issues under the MOU's Wellness Program. The Wellness Buy Back program allows members to cash in 50 hours of sick leave annually, at the end of the fiscal year, so long as the member has accrued 300 hours on the books and used less than 30 hours during the fiscal year. There are additional provisions in the program that allow a cash-out of sick leave hours at the time of retirement.

The SFPOA was represented by Union President Marty Halloran and MAJ Attorney Kimberly Chapman. Several SFPOA members testified regarding the

impact of taking leave under the Family Medical Leave Act ("FMLA") on their ability to qualify for the Wellness Buy Back Program, including Sergeant Angus Chambers.

SFPOA challenged the City's requirement that officers exclusively use sick leave when taking FMLA leave. The City required employees who took leave for their own "serious health condition" and employees that took leave for an FMLA purpose other than their own "serious health condition" to use and exhaust their sick leave before using any other form of leave. SFPOA argued that the use of sick leave was not required under FMLA and that employees should be allowed to elect which form of leave they wished to use. Furthermore, under the Fair Labor Standards Act (FLSA), employees are entitled to use compensatory time off with sufficient notification subject to few limitations. The requirement that employees use sick leave, regardless of their leave banks and FMLA circumstances, meant that these employees would not qualify for the an-

nual Wellness Buy Back program. Thus, employees that took leave under FMLA were deprived of the Wellness benefit that other employees would receive if they merely used vacation or another form of time off for the same purposes.

A week prior to the arbitration, the City recognized that it was acting unlawfully when it required individuals who take FMLA leave for reasons other than their own "serious health condition" to use sick leave as opposed to other types of leave. It agreed to allow individuals to use any type of leave they have on the books (vacation, CTO, etc.) when they take FMLA leave for a purpose other than their own serious health condition-e.g., the birth of their child or to care for an ailing family member. If an employee runs out of other forms of leave and/or elects to use sick leave, the amount of sick leave used will have an impact on the member's ability to qualify for the Wellness Buy Back Program.

The SFPOA continued to arbitrate the issue of whether or not an individual should be allowed to use other forms of

leave when taking FMLA for one's own serious health condition, rather than being required by the City to use only sick leave. The SFPOA prevailed on the use of CTO (Compensatory Time Off). Because the FLSA allows individuals with sufficient notice to use CTO at their discretion, the arbitrator ruled that this applies to the taking of FMLA leave for one's own serious health condition. Thus, members are allowed to use CTO prior to using sick leave when taking FMLA leave for their own condition, and should consider doing so when evaluating their ability to qualify for the Wellness Buy Back Program.

When taking FMLA-protected leave, employees should evaluate what type of leave they are using, if any, and whether or not that leave may impact a bonus program provided by their employer. If the employer requires that the employee use a specific type of leave first, there may be an argument that such a requirement violates Federal or State Laws.

www.Iris.com

LA Sheriff Wants to Hire 32 Forensic Specialists to Analyze Body Cam Video

October 17, 2017

The Los Angeles County Sheriff's Department has proposed hiring 32 forensic video specialists to analyze deputy-involved shooting and other critical incidents. The request is part of a \$55 million body cam proposal Sheriff Jim McDonnell sent to the L.A. County Board of Supervisors Friday.

The analysts would look for any glitches caused by such things as video compression, which could fail to capture or misrepresent critical fractions of a second, according to Sheriff's Captain Chris Marks.

"A quarter of a second is a big deal in an officer-involved shooting because a person can completely turn around and away from you in a quarter of a second," he said.

The LAPD goes without such experts – hiring outside consultants on an as-needed basis.

One of those outside consultants is Parris Ward. He's also been an expert witness for the sheriff's department in court cases involving dash cam or security video. He said it's rare for compressed video to make or break a case.

"I haven't seen it be a critical factor very often," Ward said. He offered no opinion on the sheriff's proposal.

Ward said more common problems are low resolution and wide angles, which can make someone look like he's moving towards an officer more quickly than he actually is. Supervisors would receive special training to take such factors into account.

McDonnell's body cam proposal, first reported on by KPCC last month, calls for a four year phase-in of body cams, with the first going to the six highest-risk stations in terms of high-profile incidents. No vendor has been selected.

Supervisors need to approve the plan, which, when fully implemented, would cost \$55 million dollars a year to equip 5,895 patrol and special operations deputies, including gang and narcotics cops, and to manage the video they collect.

The proposal calls for hiring 239 people in all, including 44 more detectives who would be faced with more evidence to review, more IT staff and personnel for a new sheriff's bureau that would oversee the program. The bureau would have a 24 hour, seven-day-a-week help desk.

The proposal also includes separate, additional budgets for the District Attorney and Public Defender offices, both of which would have to deal with more video evidence.

The plan calls for the DA to hire 33 new people at an annual cost of \$3.4 million dollars a year, and for the public defender to hire 23 additional staff at a yearly cost of \$2.4 million. The proposal also foresees all 150 DA investigators wearing cameras.

Cost likely will be a key factor in the board's decision.

"This is what we think we need to do this program right," Marks said.

The forensic video specialists would seek to identify such things as preliminary frame problems, where one frame is taken by the camera and remains unchanged until the camera perceives a significant difference in the picture. The process saves space but can fail to record important frames, Marks said.

Unlike the LAPD, Sheriff Jim McDonnell has said he intends to release some video to the public – including images of high-profile shootings. The sheriff has yet to decide how long he would wait after an incident before releasing video, according to Marks.

McDonnell's proposal would put the nation's largest sheriff's department at odds with the LAPD, the third-largest police department in the U.S.

The LAPD doesn't release any body cam video, although it is reviewing that policy. Chief Charlie Beck did release video once – of a man running with a gun – to calm public anger over reports that the man was unarmed.

Policies vary widely at police departments across California, but many comply with current state law that al-

lows them to classify all video as possible evidence in an investigation and therefore exempt from the 1968 Public Records Act.

The proposal leaves open whether McDonnell would change his policy on when deputies can see video.

Currently, deputies must write their report before viewing any video. The LAPD allows officers to see the video first.

"It's important to first understand a

deputy's state of mind at the time of his actions and not add his recollections based on the video," Marks said.

Under a 1989 U.S. Supreme Court ruling, a reasonable objectiveness standard must apply – meaning what would a reasonable officer who is similarly trained have done in similar circumstances. The key question often is what triggered the officer to fear for his life or the life of another.

From SCPR.org

Study: Body Cameras Didn't Change DC Officers' Behavior

If one group of D.C. police officers has body cameras and another group doesn't, do they behave differently? The results of a study released Friday say no.

The Metropolitan Police Department and applied scientists with the D.C. Office of the City Administrator measured the impact of body-worn cameras that 1,200 patrol officers and sergeants wore for about seven months across the city. That data was compared with a group of 1,200 officers without cameras.

"The body cameras were proven to have not fundamentally changed policing," Kevin Donahue, the deputy mayor for public safety said.

The study looked at officers' use of force, their productivity, how many tickets they issued and whether citizens filed more complaints.

"Body-worn cameras may have great utility in specific policing scenarios, but we cannot conclude from this experiment that they can be expected to produce large, department-wide improvements in outcomes," the report says.

Michael Tobin, the director of the Office of Police Complaints, said the cameras have an effect the study doesn't show.

"Just having the cameras there and having an outside, third-party witness at every interaction improves community

trust," he said.

A spokesman for the D.C. Fraternal Order of Police said the study shows that, by and large, officers are doing their jobs correctly, whether they're wearing cameras or not.

The Office of Police Complaints is set to issue its own report soon that looks at the number of times that officers turned on the cameras late or not at all. That has happened in at least a third of the cases they've looked at. It's a matter of training and getting used to the technology, the office said.

The police union spokesman it's not clear how many officers have failed to correctly use their cameras. He said they always welcome more training, especially with new technology.

D.C. Council Member Charles Allen said the Council is aware of whether or not the cameras are being used correctly.

"I think our compliance rate's good. There's also discipline that takes place when an officer does not engage the camera the way they're supposed to," he said.

D.C. expanded its body-camera program before the study results were released. All officers are now set to get the cameras soon.

The impacts of the cameras will be studied again in the next six months.

From: Marty Halloran
To: SFPOA Board of Directors
Sent: Saturday, October 14, 2017
Subject: Promotions

When the Q60 and the Q80 promotions were announced by the Chief two weeks ago I received a number of telephone calls from members who were passed over for those positions. They were inquiring as to why they were not promoted. I too was taken aback as to why some extremely qualified members were not promoted.

As we all know the Civil Service Commission sets the guidelines for the testing which includes the "Rule of 10" for the Q50, Q60, and Q80 tests. The POA's position regarding promotion lists has always been, and it continues to be, rank order appointment.

I set up a meeting with a number of the candidates, members of the Executive Board, and the POA labor attorney and we discussed a possible course of action. I then contacted the Chief's secretary to make an appointment but I was given dates and times that were too far out so I called the Chief directly for an appointment. I was able to meet with the Chief last week and I voiced the POA concerns about the promotional process. The Chief stated pretty much what I was expecting him to say. More on that below.

I knew Q50 promotions were probably just a pay period away and based on the Chief's passing over of Q60 & Q80 candidates I had no reason to believe that he was not going to do the same with the Q50 candidates. That has now proven to be true.

I called the Chief earlier today and expressed the POA's concern about skipping over qualified capable candidates again. He once again told me what I expected to hear. The Chief told me today what he told me last week which is:

- He has looked carefully at all candidates' folders and secondary criteria before he made his decisions.
- He cannot discuss his decisions based on secondary criteria.
- There will be future promotions in all of these ranks from the current lists.
- He cannot promote everyone off of these lists.
- He, or his designee, are willing to meet one on one with any of the candidates who were not promoted so candidates can inquire how they can have the opportunity to be promoted on the next round.

Not surprisingly, this response is very similar to what Greg Suhr told me when he was Chief and he passed over qualified candidates on promotional lists which were also "Rule of 10" lists.

The POA will retain a subject matter expert in the field of Civil Service promotions and the "Rule of 10" to verify if the Chief has complied with that rule. In the mean time I need the BOD to share this email with all members who have been impacted by being passed over for promotion. Those members need to contact Rowena Carr at the Chief's Office and schedule an appointment to meet with the Chief and hear directly from him why they were not promoted and how they can be promoted on the next round. Rowena's office line is (415) 837-7003 and her email is Rowena.Carr@sfgov.org.

Securing Firearms in Vehicles

By Richard L. Pinckard
 Forwarded to the *Journal*
 by Rene LaPrevotte, Retired SFPD

It is common for the law enforcement community to band together in support of new laws, which get tough on criminals. Far less frequent, however, are new criminal laws which specifically target members of the law enforcement community.

Such is the case with the recent addition of Sections 25140, 25452 and 25612 to the California Penal Code on January 1, 2017.

Penal Code §25140 states:

A person shall, when leaving a handgun in an unattended vehicle, lock the handgun in the vehicle's trunk, lock the handgun in a locked container and place the container out of plain view, or lock the handgun in a locked container that is permanently affixed to the vehicle's interior and not in plain view.

- (b) A violation of subdivision (a) is an infraction punishable by a fine not exceeding one thousand dollars (\$1,000).
- (c) (1) As used in this section, "vehicle" has the same meaning as specified in Section 670 of the Vehicle Code.

- (c)(2) As used in this section, "locked container" has the same meaning as specified in Section 16850.

- (c)(3) For purposes of this section, a vehicle is unattended when a person who is lawfully carrying or transporting a handgun in a vehicle is not within close enough proximity to the vehicle to reasonably prevent unauthorized access to the vehicle or its contents.

- (c)(d) This section does not apply to a peace officer during circumstances requiring immediate aid or action that are within the course of his or her official duties.

- (c)(e) This section does not supersede any local ordinance that regulates the storage of handguns in unattended vehicles if the ordinance was in effect before the date of enactment of the act that added this section.

- As used in Penal Code §25140, "handgun" means any pistol, revolver or firearm capable of being concealed upon the person; and "locked container" means a secure container which is fully enclosed and locked by a padlock, keylock, combination lock or similar locking device.

Penal Code §25452 states:

A peace officer and an honorably retired peace officer shall, when leaving a handgun in an unattended vehicle, secure the handgun in the vehicle pursuant to Section 25140.

Penal Code §25612 states:

A person shall, when leaving a handgun in an unattended vehicle, secure the handgun in the vehicle pursuant to Section 25140.

As a result of these new laws, any peace officers (on or off duty) and any retired officers who may ever have a reason to leave a handgun in their unattended vehicle should obtain a locking storage container which can be attached or secured to part of the vehicle.

The only exception for on-duty law enforcement officers would be circumstances requiring immediate aid or action within the course of their duties. Placing a handgun in the back of a duty SUV without first placing the gun in a locked container would violate these new laws - even for an on-duty officer.

However, locking a duty handgun in the trunk would constitute compliance with the new laws for on-duty officers who drive sedans, as well as off duty and retired officers.

Prior to the passage of the new laws, a flurry of public record requests were sent to law enforcement agencies throughout the state, seeking information regarding

the theft of firearms from on-duty and off-duty law enforcement officers. The result of the data collected through these requests revealed hundreds of firearms had been reported stolen from officers' personal vehicles.

These laws were drafted in direct response to that data. As a result, no law enforcement officers can reasonably expect to "dodge a bullet" if they violate the provisions of Penal Code §25140.

At the present time, violation of the new laws is considered an infraction, punishable with a fine of up to \$1,000. In addition to this statutory fine, however, violating officers can also anticipate administrative discipline for "conformance to laws" violations. In the worst case scenario, an officer could learn that his/her stolen firearm had been used to take an innocent victim's life — a tragic loss which could easily have been prevented.

If the new measures are not sufficiently effective, the California Legislature always has the option of amending them to make multiple violations increasingly punishable with each additional offense. Therefore, spending twenty dollars for a lockbox and cable may be a very wise investment and a small price to pay to potentially save someone's life.

This reminder has been provided by: safetyofficerattorneys.com * www.law1199.com Scott O'Mara, Michael Padilla, Rick Pinckard & Brad Fields



Photo courtesy of Insp. Matt Perez

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A FAMILY BUSINESS

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October 18, 2017:

To:
 Martin Halloran, President
 San Francisco Police Officers Association
 800 Bryant Street, 2nd Floor
 San Francisco, CA 94103

Marty,

You asked me to provide my opinion on whether the promotion selections for three classifications, Sergeant (Q50), Lieutenant (Q60), and Captain (Q80), met the Rule of Ten Scores based on the lists of ranked scores and the listing of promotions for each position that you sent to me.

I have taken a screenshot of the Rule of Ten Scores from the San Francisco Civil Service Commission website, presented in the appendix of this report, to show the basis for my assessment of the procedure for selecting individuals for promotion from the ranked lists. As you can see from the appendix, I believe that the Rule of Ten Scores is described within Section 213.3.3 under the City and County of San Francisco Civil Service Commission Rule 213 on *Certification of Eligibles-Police Department*. The most pertinent portion of the rule for our purpose states that, when two or more positions are authorized to be filled, "the number of scores certified shall be equal to the number of positions to be filled plus nine (9) scores." It would appear that only those individuals on any given ranked list having "certified scores" would be eligible to be selected for promotion under the Rule of Ten Scores.

In the case of the three classifications at issue, the scores that the candidates achieved in the promotion evaluation process were rank ordered; thus, ranks and scores provide the same information regarding the relative standing of the individuals. Those candidates who received the same score in the promotion evaluation process received an identical rank in the listing.

Given that the Rule of Ten Scores focuses on scores (or ranks), there are a couple of implications for the number of individuals who could be subsumed (eligible to be promoted) according to this rule. First, the rule calls for certifying the top N number of scores, where N is the number of positions. For example, with 30 positions, the top 30 scores/ranks (ranks 1 through 30) would be available for promotion consideration. However, with tied ranks/scores, there could be more than 30 individuals who would be included in this range of ranks/scores. Second, the "plus nine (9) scores" would extend the range of ranks/scores by 9 (with the possibility of more than 9 candidates being included if there were tied scores/ranks); thus, with 30 positions available to be filled, the top 39 ranks (ranks 1 through 39) would be available for promotion consideration, a range that could span more than 39 individuals if there are tied ranks/scores on the list.

For my analysis, I am assuming that the number of individuals on each of the promotion lists you sent to me represents the actual number of positions to be filled (I need this latter number in order to apply the rule). With that assumption in place, I applied the Rule of Ten Scores as I understand it to each classification, and it appears to me that this rule plays out as I describe below for each classification.

Sergeant

Eligibility: There are 76 individuals on the promotion list for Sergeant. With 76 positions to be filled, the top 76 scores/ranks plus the next 9 scores/ranks become eligible to be selected. That represents the top 85 ranks (ranks 1 through 85). Thus, someone who was ranked as low as 85 on the list could be selected for promotion based on the Rule of Ten Scores.

Selection: When I matched the individuals selected for promotion to their places on the ranked list, I noted that the lowest rank corresponding to a person selected for promotion to Sergeant was 80.

Determination: Given the lower boundary of a rank of 85 and the selection of individuals with a rank no lower than 80, it appears to me that selections were made in accordance with the Rule of Ten Scores (assuming there were 76 positions to be filled).

Lieutenant

Eligibility: There are 30 individuals on the promotion list for Lieutenant. With 30 positions to be filled, the top 30 scores/ranks plus the next 9 scores/ranks become eligible to be selected. That represents the top 39 ranks (ranks 1 through 39). Thus, someone who was ranked as low as 39 on the list could be selected for promotion based on the Rule of Ten Scores.

Selection: When I matched the individuals selected for promotion to their places on the ranked list, I noted that the lowest rank corresponding to a person selected for promotion to Lieutenant was 39.

Determination: Given the lower boundary of a rank of 39 and the selection of individuals with a rank no lower than 39, it appears to me that selections were made in accordance with the Rule of Ten Scores (assuming there were 30 positions to be filled).

Captain

Eligibility: There are 9 individuals on the promotion list for Captain. With 9

positions to be filled, the top 9 scores/ranks plus the next 9 scores/ranks become eligible to be selected. That represents the top 18 ranks (ranks 1 through 18). Thus, someone who was ranked as low as 18 on the list could be selected for promotion based on the Rule of Ten Scores.

Selection: When I matched the individuals selected for promotion to their places on the ranked list, I noted that the lowest rank corresponding to a person selected for promotion to Captain was 25; further, it appeared that 4 persons whose rank was lower than 18 were selected for promotion.

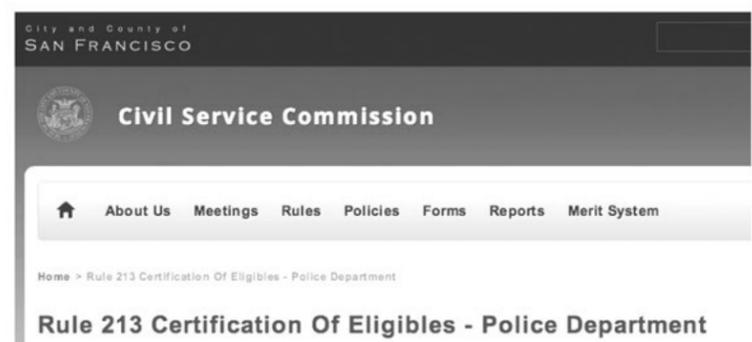
Determination: Given the lower boundary of a rank of 18 and given the selection of 4 individuals with a rank lower than 18 (these 4 individuals selected for promotion had ranks of 19, 20, 23, and 25), it appears to me that selections were not made strictly in accordance with the Rule of Ten Scores. That is, four individuals appear to have been selected for promotion whose ranks on the list were beyond the lower boundary that would be established by applying the Rule of Ten Scores (assuming there were 9 positions to be filled).

Appendix

San Francisco Civil Service Commission Rule 213 Certification of Eligibles: Police Department

Source:

<http://sfgov.org/civilservice/rule-213-certification-eligibles-police-department>



Sec. 213.2 Certification of Eligibles - General Polley (cont.)

213.2.2 Implementing this Rule, the Human Resources Director shall:

- 1) adhere to all rules, policies, procedures, and directives of the Civil Service Commission and all relevant Charter provisions of the City & County of San Francisco, and
- 2) ensure that such rules, policies, procedures, directives, and Charter provisions are adhered to by all decentralized units as delegated by the Human Resources Director, and
- 3) take any action necessary to ensure compliance with federal, state and local anti-discrimination laws, ordinances or regulations.

Sec. 213.3 Certification Rules

213.3.1 Rule of Three Scores

1) The Department of Human Resources shall certify to the appointing officer the names of eligibles with the three (3) highest scores on the list of eligibles for the position who are available for appointment.

2) Except as otherwise may be provided, when there are two (2) or more approved personnel requisitions on file for the same class, the number of scores certified shall be equal to the number of positions to be filled plus two (2) scores. An eligible list adopted under the Rule of Three Scores shall in all cases be exhausted when eligibles standing at less than three (3) scores are available. Use of the eligible list when there is less than the minimum certification available shall be at the discretion of the appointing officer.

213.3.2 Rule of Three or More Scores

1) The names of all eligibles standing at a specified number of scores with a minimum of at least those eligibles with the three (3) highest scores shall be certified to each available position.

2) Except as otherwise may be provided, when there are two (2) or more approved personnel requisitions on file for the same class, the number of scores certified shall be equal to the number of positions to be filled plus the number of scores in the certification rule applicable to the eligible list being certified minus one.

Sec. 213.3 Certification Rules (cont.)

213.3.3 Rule of Ten Scores

1) The Department of Human Resources shall certify to the appointing officer the names of eligibles with the ten (10) highest scores on the list of eligibles for the position who are available for appointment.

2) Except as otherwise may be provided, when there are two (2) or more approved personnel requisitions on file for the same class, the number of scores certified shall be equal to the number of positions to be filled plus nine (9) scores. An eligible list adopted under the Rule of Ten Scores shall in all cases be exhausted when eligibles standing at less than three (3) scores are available. Use of the eligible list when there is less than the minimum certification available shall be at the discretion of the appointing officer.

Tulsa Police Union Deletes Controversial Facebook Post About Vegas Massacre Alluding To NFL Player Protests

October 6, 2017

TULSA, OK — Tulsa's Fraternal Order of Police has deleted a controversial Facebook post that went viral this week with its reference to the Las Vegas massacre while alluding to the professional football players who have been involved in protests during the national anthem before games.

The now-deleted post read, "To the brave NFL players that ran into a hotel with an active sniper... Nevermind, those were police officers..."

It appeared on the FOP's Facebook page at 8:49 p.m. Monday and garnered more than 100,000 views, 1,100 shares and 3,000 reactions before it disappeared late Wednesday morning.

FOP President Mark Secrist told the Tulsa World via email that the post spawned from a meme circulating on

social media.

Its purpose was to promote the heroism displayed by police officers who responded to Sunday's shooting rampage in Las Vegas after several weeks of criticism directed toward law enforcement, he said.

Secrist was referencing the silent protest by numerous NFL players who have opted to kneel, lock arms or not participate during pre-game national anthem performances to protest what they say is unequal treatment of blacks by police officers and inequities faced by people of color.

The protest surged after President Donald Trump urged NFL owners in a speech to "get that son of a b— off the field" when a player disrespects the U.S. flag.

Players say the protest isn't about disrespecting the flag or military but

rather systemic oppression they believe minorities face daily.

"The meme surfaced after several weeks of discussion on social media about the negative issue with NFL players kneeling during the National Anthem," Secrist wrote. "We were only showcasing the heroic acts of our Brothers and Sisters in Las Vegas."

The post, according to Secrist, received an "overwhelmingly" positive response. It also received considerable backlash, though the police union president said he expected negative comments.

Many accused the organization of willingly furthering the divide between Tulsa's black community and law enforcement.

Others said the post exploited the shooting that left nearly 60 people dead and hundreds more injured.

One comment stated that the post shows that the police union hasn't given "an iota of thought to the concerns of millions of people who care about police brutality."

"I don't know who is responsible for this, but you've set back the reputation and good will toward (the Tulsa Police Department) in the minds of the people who need to trust you the most," the comment said.

Secrist acknowledged that the police union needs to do a better job of connecting with the community and reducing racial tensions, adding that improving relations is an ongoing goal.

He said the decision to delete the post was made because "we didn't want attention drawn away from the terrible tragedy and other issues" affecting law enforcement.

From *The Tulsa World*

Port Authority Must Face Officers' Cellphone Search Lawsuit-NY Ruling

NEW YORK — The Port Authority of New York and New Jersey must face a lawsuit over claims it illegally searched its police officers' personal cellphones to uncover evidence of misconduct at a 2014 party, according to a decision by a Manhattan federal judge made public on Friday.

The decision by U.S. District Judge Kimba Wood was later deleted from the public court docket, which said it had been "incorrectly filed." A reissued decision is expected.

Wood had said a reasonable jury could find that the warrantless searches were unconstitutional under the Fourth Amendment because they were not work-related, and because the officers feared being fired if they did not consent.

She also dismissed claims against

Port Authority officials involved in the investigation, saying they were immune from claims by the Port Authority Police Benevolent Association (PBA) and an officer, Kathleen Howard.

The plaintiffs are seeking unspecified damages at a trial, which was scheduled for Nov. 10.

"It's a substantial victory for the PBA," Richard Emery, a lawyer for the plaintiffs, said in an interview. "Probationary employees cannot face the pain of termination in order to force them to give up their right to privacy in their cellphones."

The Port Authority has its own police force and oversees bridges, tunnels and airports in the New York City area.

A spokesman, Scott Ladd, declined to comment.

The case arose from an August 2014 party at the Texas Arizona Bar & Grill in Hoboken, New Jersey, which was held one day after a graduation ceremony for officer trainees.

News reports described various misconduct at the party, including inappropriate touching, fighting and property damage, with a bouncer calling it the "worst night" he ever worked. Nine officers were later fired and three were suspended.

Investigators seized officers' cellphones after learning that some officers had used the GroupMe app to communicate about the party.

"The fact that defendants were engaging in a purportedly 'work-related' investigation did not permit them to conduct warrantless searches of items

outside of the 'workplace context,'" the judge had written.

Wood also said jurors could find that the searches were coerced because of the threat of termination.

In dismissing claims against individual investigators, Wood had written that it was not clearly established in 2014 that the searches were illegal. She also found no evidence that the Port Authority would conduct similar searches again.

The case is Port Authority Police Benevolent Association Inc et al v. Port Authority of New York and New Jersey et al, U.S. District Court, Southern District of New York, No. 15-03526.

From Reuters

Minneapolis Police Brace For Post-Super Bowl Retirements

MINNEAPOLIS, MN — The Minneapolis Police Department is bracing for a wave of officers retiring next spring following Super Bowl LII, prompting concern that the city won't have enough officers on the streets with crime rates edging up in certain neighborhoods.

Dozens of department veterans are waiting to "put in their papers" so they can work the big game, part of a week-long spectacle expected to draw tens of thousands to the Twin Cities for parties, concerts and drinks, said police union President Lt. Bob Kroll. Some veterans nearing retirement are sticking around with the expectation that there'll be plenty of overtime work to go around, he said.

Roughly 50 of the department's 856 sworn officers are over age 55 and eligible to retire now with full benefits, Kroll estimated, although officers can and do work past retirement age. Another 50 or so could elect to depart early and take a reduced pension. The department loses about 20 officers to retirement in any given year, but Kroll said he anticipates that number to double after the Super Bowl.

The department's new administration under Chief Medaria Arradondo doesn't share that sky-is-falling view of staffing levels.

"While the Chief certainly looks at attrition and has witnessed an increase in recent years, we do not have anything verifiable that tells us we will witness a 'mass retirement' post-Super Bowl," Scott Seroka, a police spokesman, said in an e-mail.

Recruits in the pipeline

According to their projections, 171 officers, many of whom joined the department in the 1980s amid a hiring frenzy, will reach retirement age over the next five years. But retirements seldom happen en masse, the department pointed out, since officers' reasons for leaving vary.

Two classes of 44 recruits are now making their way through the academy. Police officials say that between 20 and 30 cadets will be street-ready by March, with another two or three dozen candidates enrolled in the Community Service Officers program, which the department has used as a way to diversify its ranks.

City Council President Barb Johnson, who sits on the public safety committee, said she intended to meet with Arradondo to discuss hiring more civilians in administrative and technical jobs to free up officers for patrol duty.

"It's a concern to me, because if we have a big bump in retirements and we don't have people in the pipeline to replace them, that's a challenging thing," Johnson said in a phone interview. "There's a lot of work in the background—training and psychological testing; there's a lot of work to getting people hired and trained."

The Minnesota Super Bowl Host Committee expects to reimburse Minneapolis at least \$4.9 million for hosting the game; \$3.1 million of that will go toward public safety.

Safeguarding the city during Super Bowl week, officials say, will require a massive coordinated effort. As the lead

agency, the Police Department already has set up an outpost near U.S. Bank Stadium. Officers from Minneapolis and elsewhere in the state will be paid \$55 an hour and \$82 an hour for overtime.

Johnson said at a community meeting last week, where residents complained of slow response times, that she worried the department was facing an "age bubble."

"With the Super Bowl, I've been hearing the same thing," she said. "That some people are hanging on to work the Super Bowl and then they'll be putting their notice in."

Many U.S. cities are having a harder time recruiting officers, particularly minorities, amid widespread criticism of law enforcement following recent high-profile police shootings, said Normandale Community College sociology Prof. Stephen Sullivan.

"It's not the most desirable job in the world, particularly from the minority point of view, because nationally there's a lot of mistrust between minority communities and the police," said Sullivan, who formerly served as Orono police chief.

Hiring a new generation

To counter the anticipated departures in Minneapolis, the department is developing campaigns aimed at recruiting younger, more tech-savvy candidates, said Seroka.

A new recruit with some police background comes in making \$56,097 to \$71,595 annually, depending on experience. Minneapolis has about 20.3

officers per 10,000 residents, putting it on par with other Midwestern cities like Omaha, Neb., and Denver, but behind the likes of Kansas City.

Johnson and others pointed out that the department has struggled with slowing response times in recent months, particularly for drug dealing and other low-priority calls. And while the overall crime rate continues to plummet, the city's violent crime rate is on pace to increase for the third straight year, according to the most recent data available.

Mayor Betsy Hodges' 2018 budget proposal recommended \$122,500 to hire only one new officer, bringing the department's authorized strength to 878.

Arradondo said in a statement last week that the department is on schedule to increase its authorized strength to 901 by 2022. He said that he asked the mayor for enough funding to hire additional outreach workers to handle "social issues that our officers are routinely called to in our communities that are not necessarily crimes but impact the public health of our city."

Kroll has in the past called for raising the department's strength to more than 1,000 officers, a figure that also was mentioned by former Chief Janeé Harteau as a target goal.

Kroll said he fears the new hires won't do more than offset the departures of those who retire next spring.

"It's gonna go bonkers in six months," he said.

Categories: Recent Developments

Book Reviews

Bones — Brothers, Horses, Cartels, and the Borderland Dream

By Joe Tone
Reviewed by Dennis Bianchi

Joe Tone was the editor of the Dallas Observer and has written extensively about sports, crime and immigration. His writing has appeared in the Village Voice, LA Weekly and the Washington Post. He was born and raised in Northern California. He now resides in Washington D.C. Mr. Tone is a graduate of Santa Clara University and holds a Master's degree from Northwestern University's School of Journalism. *Bones* is his first book.

The subject matter addresses what most Americans are aware of: the large problem illegal drugs are causing in our country. Newspaper articles appear almost every day that feature stories describing the pervasiveness of illegal drugs in the United States. Numerous books and articles appear regularly describing just how debilitating the drugs are and how much violence is connected to the transportation and sales of those drugs. This book makes a connection not often discussed: money laundering of the profits from those drugs.

Horse racing has been a favorite sport in America from its earliest formative years. Most of it revolves around Thoroughbred horse racing, but there is a very intense group of fans of Quarter Horse racing in the Southwestern part of America, beginning in Texas, Oklahoma, New Mexico and Southern California. Quarter Horse races are short and very fast. The reader of this book will learn that there is a keen interest in that type of racing and horses in Mexico. The focus of the book is upon two Mexican brothers, their interest in horse racing and how illegal profits are transferred into "clean money" through this sport.

It is also a story of family, of dedicated

law enforcement work and an excellent source of information about how horse racing and breeding works.

The Trevino brothers, Jose and Miguel, were two of thirteen children born to a ranch hand in Mexico. Although it seemed that both brothers led normal, happy but poor childhoods, they both wanted better lives for themselves. Jose crossed the border into Texas legally and began working as a bricklayer. He was a reliable, hard-working young husband and father, but living paycheck to paycheck. He was never in trouble with the police and was respected by his neighbors. Meanwhile, his brother Miguel remained in Mexico and discovered he had a talent

for violent crime. He worked his way up the bloody organizational ladder of one of Mexico's most murderous drug cartel gangs, Los Zetas. The author describes several examples of how insanely violent Miguel was. He acquired the status of no longer being called by his name. He was Zeta 40, or simply *cuarenta*. Law enforcement agents from both countries became familiar with 40 and sought to have him arrested. Those agencies were also aware of his law-abiding and family-oriented brother in Dallas, Texas. 40 could never cross the border into America. He couldn't even be seen walking around in Mexico. Every law enforcement agency on either side of the border was looking for him. Jose, however, would, on occasion, visit his brother. Although he was always stopped and questioned at the crossing he was never discovered to be carrying anything suspicious.

Then, one day Jose appeared at a quarter horse auction and bid a very large sum of money for a young horse, a horse that would win enough races and attention that Jose became a major operator in the quarter horse racing

business. It also attracted the attention of Scott Lawson, a young FBI agent, newly assigned to the U.S./Mexico border at Laredo, Texas. Agent Lawson comes across as impressive in his doggedness, his patience, his willingness to learn and, eventually, his success. The author spent hours interviewing Agent Lawson as well as reading reports and accounts of this long investigation. Perhaps because of his years as a journalist who covered sporting events his style in the book reflects a spirit of competition. The competition of horse racing, of horse breeding (it is a very clinical and technical but also very high stakes competition itself) and the competition between law enforcement agencies, often self-defeating, and the competition of those agencies and criminals, comes alive in Mr. Tone's prose. An example is when two horse trainers first examine Jose Trevino's first prize-winning horse up close.

The Grahams found a ranch hand and asked if they could see "Tempting Dash."

He walked them into the stable. They peered inside a dark, rotting stall.

"No," Tyler's dad said, looking at the short, thin colt. He hadn't seen the horse up close at the race, but he was pretty sure this wasn't him. "We want to see the horse that won the futurity last night."

"That's him

"This is the horse that set the track record?"

"Yeah."

They'd gone looking for Godzilla and found a horse built more like an insurance-shilling gecko. He couldn't weigh a thousand pounds. They asked the guy to pull Tempting Dash out of the stall and walk him around. He did and they started drawing invisible lines across his body, this way and that, doing their horseman geometry.



That's when they saw it. His short back created a tight, fast hinge. His deep heart girth gave him great lung capacity. The slope of his shoulder, the proportions of his legs. It all added up to "one fast booger," as Tyler's old man put it.

That is Joe Tone at his best. Informing the reader in a way that you feel present in the scene, and though the subject is serious, he can supply a bit of relief with a wry or humorous response.

The investigation eventually led to arrests being made in the United States, aided greatly by information provided by an American rancher, Tyler Graham, and the determination of Agent Scott Lawson. Zeta 40 was captured in Mexico but the book doesn't address the outcome of that arrest, only to say that Mexico refused to extradite him to the United States.

Mr. Tone attempted to interview the accused but was denied access by those accused. As he wrote it, "...it became clear that Jose had chosen to tell his story not to the feds but to a team of defense lawyers who could help shape it, sell it, and use it to set him free."

To say that the pages flew by as I read this book is only part of the compliments I can bestow upon it. It stays in the memory as a fascinating true crime story, as an education on the sport and business of quarter horse racing and of how dedication and patience on the part of a law enforcement agent can make a difference. In the big picture it may have been a small difference, but worth the effort.

In a Lonely Place

By Dorothy B. Hughes
Reviewed by Dennis Bianchi

Last month's *Journal* contained an article by retired Captain Greg Corrales titled *Burnout*. (See page 29 in this issue of the *Journal*.) Captain Corrales regularly writes an excellent article regarding the Police-Fire American Legion Post 456. He is always informative and articulate. He felt impelled to add to his regular column with some advice to officers as to how to deal with the perpetual flow of attacks upon them by outside agencies, including some agencies that one would suppose would be supportive of police work but often are politically motivated to do the opposite. He recommended that officers should find an off-duty activity that, if it doesn't consume them, at least positively distracts them for a period of time, even entertains them. I was very pleased to read he recommended his satisfying hobby of collecting and reading hard-boiled crime novels. One reason I write the Book Reviews column every month is in hope that officers will read more. And, like Captain Corrales, I do like the authors he mentioned and their works. The book under review

here, *In a Lonely Place*, might be one to add to his list.

Written in 1947, it lacks the gunfire blazing from escaping autos that Captain Corrales mentioned will be found in many hard-boiled novels, but it more than makes up for that flash with an outstanding examination of a serial killer's mind and outré reasoning.

The author, Dorothy B. Hughes, began her literary career in the 1930s as a poet and a journalist. She published *The So Blue Marble*, described by *The New York Review of Books Classic* as a hard-boiled novel, in 1940. Between 1940 and 1952 she wrote twelve more novels and for approximately 40 years she was a crime-fiction reviewer for *The Albuquerque Tribune*, where she won an Edgar Award for Outstanding Mystery Criticism from the Mystery Writers of America in 1951.

There are several similarities to be found *In a Lonely Place*, with that of *The Talented Mr. Ripley*, by Patricia Highsmith, a book that became very famous with the release of the movie by the same name. However, Mrs. Hughes' book was written eight years earlier.

The setting is Los Angeles, World War II has just ended, and young war-

riors are returning home to the United States. Many adapt to peace-time culture and find legitimate ways of making a living. Some aren't able and fall apart, emotionally or physically. Dix Steele, a former fighter pilot, has found that the promise of a rosy future doesn't exist, at least not for him. He thinks to himself that nothing comes close to matching "that feeling of power and exhilaration and freedom that came with loneness (sic) in the sky." He finds that one of his best friends in the service, Brub Nicolai, a fellow pilot is living in the same Santa Monica neighborhood, is now a member of The Beverly Hills Police Department, a detective working with a squad on a case of a serial killer. Several young women have been strangled late at night. There are very few leads, but the reader is in on the thinking of the killer. The author has changed the stereotypical roles in this novel. The resolution is brought about by women; women who are not *femme fatales* nor heroic superwomen, but bright, intuitive, steely-eyed and flawed people. There are no corrupt politicians or cops. The police are consistent and dogged, but not heroes. They are diligent public servants. It is the masterful yet subtle

description of the mind of the killer that keeps the reader turning the pages. The killer can quickly explain away his faults to himself, shifting the blame away to others, quickly concluding that the world is treating him unfairly. He is an un-noticed and publicly functioning psychopath.

The author deserves more recognition and acclaim. She brings to life a place and an era, the late 1940s and early 1950s in the Los Angeles area, while exploring the essence of evil, the narcissism and the total lack of empathy, of a murderer. The *New York Review of Books* finds her the equal of Raymond Chandler or Dashiell Hammett. I can see no reason to disagree. I look forward to reading some of her other crime novels such as *The Expendable Man*, her last novel, published in 1963.



Sacramento's Police Force is One of the Nation's Most Shortstaffed. Here's Why

SACRAMENTO, CA — Two officers celebrated a homecoming at the Sacramento Police Department last month, returning to the agency after a stint with the Placer County Sheriff's Office. Mayor Darrell Steinberg, who attended the event, said their return spoke "in the most positive way about the future of this department and the future of our city."

The officers' badge pinning ceremony was a change from an exodus of rank-and-file officers within the police department, brought on by lower salaries than other, more suburban, agencies in the region, low morale and frayed public trust following a series of high-profile police shootings last year.

That exodus has left the department with about 100 vacancies among sworn officers despite increased efforts to recruit new police and attract experienced cops, said department spokesman Sgt. Bryce Heinlein.

"I think that there's a lot of things that we want to do here as an organization, but we're strapped thin as a department," he said.

Nationally, the Sacramento Police Department has the lowest number of sworn officers per capita among police departments protecting cities with similar populations, a Sacramento Bee review of 2016 FBI data shows.

A total of 652 sworn officers were tasked to protect California's capital city in 2016, overseeing public safety for the 495,471 people who live in Sacramento. Those numbers place Sacramento at 1.32 officers per 1,000 residents, the lowest per capita rate among the 16 cities in the FBI database with populations between 400,000 and 600,000.

Fresno, Long Beach and Oakland all have higher rates. Raleigh, N.C., and Tulsa, OK, have more cops, and Sacramento's police force is less than half the size of Kansas City's.

The FBI data was gathered from 13,217 law enforcement agencies across the country at the end of October 2016 for its annual Uniform Crime Reporting program, the federal agency said. Nationwide, the rate of sworn officers was 2.4 per 1,000 people in 2016.

For the Sacramento Police Department, the number of sworn officers remained steady through September of this year, Heinlein said, with 650 sworn officers accounted at the end of the month. The city's budget allots funding for 753 sworn positions.

"It's a challenge when you don't have enough staffing," said Sacramento Police Chief Daniel Hahn. "The concern would be, as an ongoing issue, you're constantly pulling from other primary functions."

Steinberg, who helped negotiate a new contract with the city police union, is counting on that agreement and Hahn's appointment over the summer "to significantly increase police staffing levels."

"We want to go out and do community-based policing and in order to do that, we need more officers," the mayor said.

The new two-year contract, approved by city officials and the police union last month, gives officers the first significant pay raise in years. It includes incremental raises for all officers and additional salary increases for cops that have worked in the department for more than 4 1/2 years. It also offers cash incentives for officers to buy a home within the city limits.

The high number of vacancies in the department has led police officers to triage calls, prioritizing the most extreme or violent crimes, said Tim Davis, the president of the police union. Without enough officers, the practice means some minor crimes go unnoticed. Understaffed shifts also mean response times are slowed, he said.

Edward Medrano, the police chief of Gardena in Los Angeles County and the board president of the California Police Chiefs Association, said police agencies around the nation are struggling to recruit quality applicants, given that "the police narrative has not been great in the last five to seven years." Without adequate staffing levels, he said departments are unable to dedicate resources to many aspects of policing, from community engagement to investigations.

"If you can only do the bare essential police functions because of staffing levels, it limits your ability to be innova-

tive," he said.

Both Davis and Heinlein said staffing has been a problem for the Sacramento Police Department for several years. Much of the damage was done following the recession, when city officials, facing tightening budgets, approved cuts to the city's law enforcement, they said. That included laying off 80 police officers in an attempt to address a \$39 million deficit in 2011. The cuts also meant the department had to shed units responsible for investigating drugs and automobile crashes.

"During that time, we actually took people that we trained, that were part of the family, and we told them that we couldn't afford to keep them," Davis said. "We were so low on people, we stopped going to burglary reports."

Most cities Sacramento's size have not refilled their police ranks to pre-recession levels. Sacramento hit a peak of 804 uniformed officers in 2007, then saw its force steadily depleted.

Last year, the Sacramento Police Department faced different hurdles: low morale among rank-and-file officers and cops who were leaving for local agencies that paid more to patrol suburban neighborhoods.

In 2015, Sacramento paid their city's officers less than almost all the large suburban cities in the region, a Sacramento Bee analysis of government employee salaries shows. The new contract was a gesture of good faith by city leaders to local police after a difficult period for the department, Davis said.

A number of high-profile police shootings last year created tensions between some residents and local police. Community groups who advocated for increased transparency and policy changes within the department showed up to City Council meetings in the months that followed.

At around the same time, former Chief Sam Somers Jr. announced his retirement, leaving the future direction of the department uncertain as city management looked for a new chief.

Cops wanted a leader who would work with the community but would also advocate on behalf of the depart-

ment when needed, Davis said. Hahn, who was sworn in as chief in August, can do both, Davis said.

Retaining current officers and filling vacant positions is a top priority, Hahn said. Increasing the number of sworn officers for the city to 800 will not be enough given how much Sacramento is growing, he said, but he understands that city leaders have other priorities that need resources, such as tackling homelessness.

"We need to be able to say, 'We need more officers for this specific reason, we need more officers for that,'" he said. "I definitely don't think that we should add officers and everything else be damned."

Right now, one of the most pressing tasks for the Sacramento Police Department is filling its scores of vacant officer positions. To that end, it hosts events like Run with a Recruiter, holds hiring workshops and sends recruiters to college campuses. There are 30 trainees in the department's police academy, which runs twice a year, Heinlein said. It will take 18 months for the group to be ready to patrol city streets on their own, assuming that they pass the academy, he said. Most new hires enter the police department through the academy, he said.

"It's a big investment for the city and the police department to put these people through the extensive training," he said. "We want to retain these employees."

The department also has job postings for experienced officers on the city website. Salaries for those officers range from about \$66,900 to \$89,700.

Hahn plans to continue strengthening ties between local police and community members to improve working conditions for the department's officers, he said. Police who feel like they are making a difference in their communities are the ones who want to stay, according to Hahn.

"A great relationship with the community, that's an indicator that it's a great place to work," Hahn said. "If you have that, I think everything else will work itself out."

From *The Sacramento Bee*

November Word Find

Created by Officer Michelangelo Apodaca, Airport Bureau

V	K	B	F	T	C	Y	W	S	E	V	T	F	F	Q
R	F	G	I	N	V	R	P	D	T	H	A	O	K	S
P	K	A	J	P	N	G	A	W	A	F	O	M	E	Q
Y	E	K	R	U	T	R	Z	N	R	T	X	V	J	U
N	L	A	E	M	A	I	K	V	B	R	A	M	P	A
M	X	N	B	P	E	S	F	A	E	E	T	Z	T	S
U	H	O	M	K	G	R	L	T	L	S	R	S	P	H
T	F	I	E	I	C	L	T	C	E	S	A	R	Y	B
U	S	T	V	N	R	A	U	V	C	E	F	T	Y	G
A	N	I	O	I	L	G	R	L	F	D	A	A	I	C
Q	N	D	N	P	T	A	L	V	A	I	M	K	V	B
G	T	A	O	O	H	T	O	I	E	R	I	L	K	C
Q	Q	R	P	S	L	R	F	Z	P	Y	L	N	K	P
D	G	T	W	O	H	O	L	I	D	A	Y	K	E	E
N	C	R	K	C	Z	R	C	R	F	H	T	Z	T	I

Enjoy this relaxing and fun-to-solve puzzle! If you've never solved a puzzle like these before, it's a good idea to read this before you begin.

Each puzzle has a grid of letters that conceals words reading in different directions — forward, backward, up, down, or diagonally — but always in a straight line. The words, abbreviations, or phrases one must find and circle are listed below the grid in capital letters. That's all you need to know before you sharpen your pencil and begin your search!

Find some words related to the Thanksgiving Holiday — past and present.

AUTUMN	FEAST	PILGRAM
CARVE	FOOTBALL	PLATTER
CELEBRATE	HARVEST	PUMPKIN
COLONIST	HAYRIDE	SQUASH
CRANBERRY	HOLIDAY	THANKSGIVING
DESSERT	LEAVES	TRADITION
FARMER	MEAL	TURKEY
FAMILY	NOVEMBER	YAM
FALL	PARADE	

Combatting Job Burnout, Especially in Police Work

Staff Report

In the last issue of the *POA Journal* (October 2017), regular contributor and retired SFPD crime fighter Greg Corrales submitted an interesting article that described how he long ago learned how to combat the pervasive job burnout common in police work. In that excellent piece, he wrote, in part:

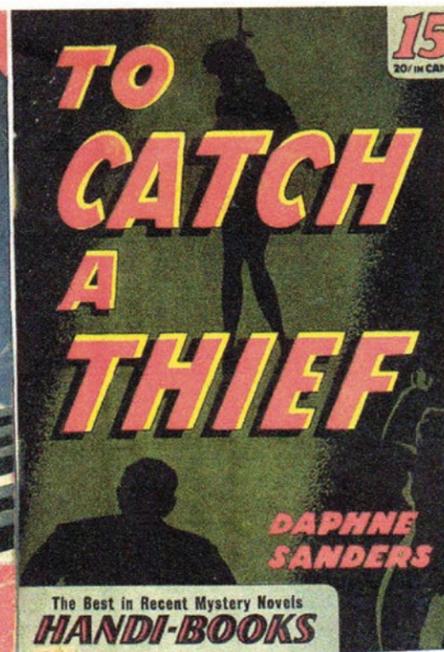
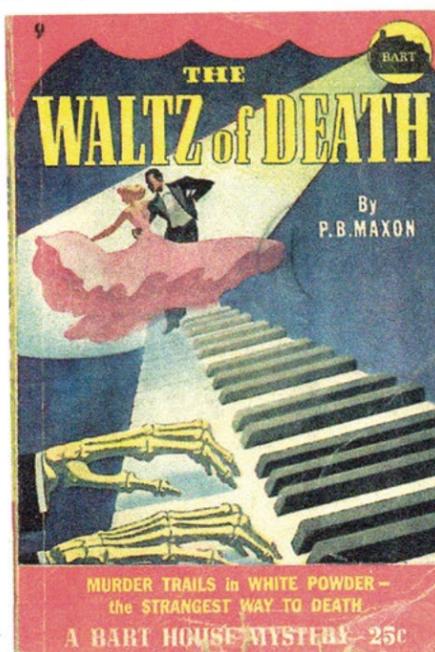
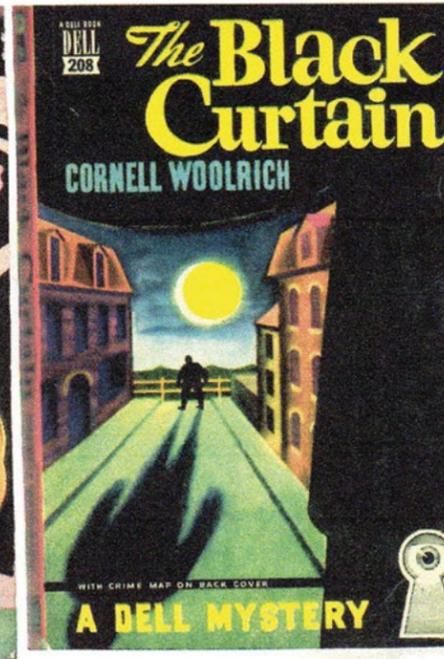
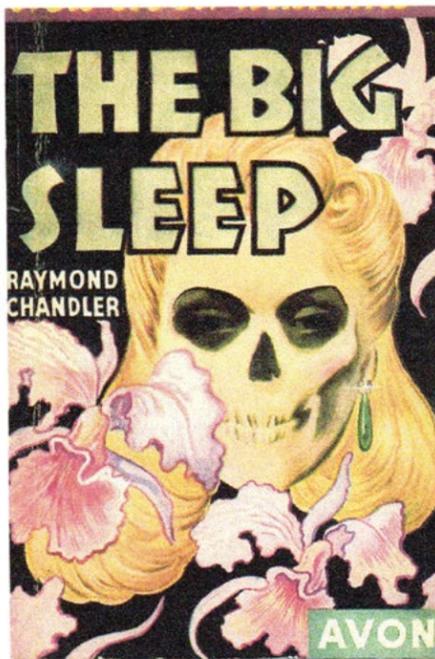
“A critical factor in maintaining our fervor for crime fighting is our off-duty activities. Lately everyone seems to rag on cops, and it’s a one-sided dynamic: Cops are not allowed to lash back. To cope with the “damned if you do, and damned if you don’t” dynamics of the job, it is important to find activities that we can throw ourselves into when we are not combating the Forces of Evil.

I found collecting paperback hard-boiled crime novels very satisfying. The paperbacks were primarily written in the forties and fifties. They take the reader on a journey into a dark and violent time in America, when machine guns flashed fire from low-slung black limousines, when the corner speakeasy served rotgut gin, when swift run-runners made night drops in dark coastal waters and when politicians were as corrupt as the gangsters they protected.

The typical hard-boiled character has a jaundiced view of government, power, and the law. He is often a loner, a social misfit. If he is a good guy, he is likely to be a cynical idealist: he believes that society is corrupt, but he also believes in justice and will make it his business to do whatever is necessary to see that justice is done. The hard-boiled detective thrived in society’s gray areas. Though on the side of law and order, he knew from personal experience that it was sometimes necessary to break the rules in order to achieve justice. His unorthodox methods might include bluffing, stealing, or even killing, but they were never worse than those of the criminals he fought and were always justified by the ends they achieved. The criminals are likely predators, and as morally corrupt as any human being can be.”

We think that Greg is on to something, and we are curious if any of you other readers have an interesting and effective activity or hobby that you have found for relieving job stress and combatting the burnout syndrome. Let us know what that might be. Maybe others will find your technique just as interesting and fulfilling as that of you and Greg.

Contact journal@sfpoa.org with your tips, suggestions, and ideas.



A sampling of the “hard-boiled” detective novels that Greg Corrales has found effective in combatting job fatigue.

Behavioral Science Unit (BSU)
 BSU: (415) 837-0875 Fax: (415) 392-6273
 Sgt. Stephanie Long (415) 203-1351 • Confidential e-mail: sfpd.bsu@sfgov.org
Stress Unit Alcohol/Substance Abuse Support
 Sgt. Art Howard (415) 378-5082 • 24 hours answering service (415) 933-6038
Catastrophic Illness Program
 Sgt. Maura Pengel (415) 653-6413
Critical Incident Response Team (CIRT)
 Contact DOC for 24 hour response (415) 553-1071
 MHN: Your free outpatient mental health benefit • (800) 535-4985
Confidential e-mail:
members.mhn.com (company code SFPD)

Maloney Security, Inc.
 Trade Show & Convention Specialists
 Calif. Lic. A-6670 PP0 7549
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 -San Francisco Police Officer

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* The POA has verified that this quote was made by an SFPD member.

PAL Corner

By Off. Michael Costello and PAL Team

PAL News and Updates

Greetings from the team here at SFPAL. October was a great month of training for our PAL Cadets. The Cadets started their month with a tour of Mission Station where they got to witness all of the hard work the Men and Women of Mission Station perform daily to make their district safe. Our Cadets loved seeing what goes on in the course of duty for our Officers on Patrol. A big Thank You to Mission Station for allowing our Cadets to be part of your family for a night!

The Cadets continued their training with a night of Narcotics Buy/Bust with Lt. Sean Frost. They asked many questions and enjoyed the many stories and photos shared by Lt. Frost. It was even more exciting for our Cadets to learn that Lt. Frost started his career within SFPD

as a SFPAL Cadet himself. We often hear the Cadets say after a past SFPAL Cadet teaches them, "If they can do it, so can I!" A big Thank You to Lt. Frost for inspiring our youth and taking the time out of his busy schedule to teach our Cadets. A big SFPAL Congrats to him and his wife on their newly born son.

The SFPAL 49ers hosted the Sunnyvale Rockets on October 8th. It was a great day for some play and fun! The Tiny Mites crossed the goal line many times and were seen smiling big out on the field. Great job Tiny Mites! The Mighty Mites showed supreme command of their game as they won 32-0. The team has improved week by week and the coaches are excited to see the



fruits of their labor pay off during wins like that. We are especially excited for the Tiny Mites and the Mighty Mites as they got invited to play in the playoffs at the beginning of November. The Junior Pee Wee team won 20-7. The game featured the 49ers dazzling passing display and exceptional defensive plays. Great job by all SFPAL 49ers Teams!

The Jiu Jitsu program took off with a full head of steam last April and it hasn't stopped since. Off. Giovanelli and his team do a wonderful job of teaching the youth of SF the importance of both mental and physical discipline. They have a packed room every Monday and Wednesday night and we still have quite a waiting list of kids to join. We hear nothing but great reviews from both, kids and parents, who are involved with the program. Great job to all involved.

November is going to be another busy month here at SFPAL and we look forward to telling you all about it. That's all for now Folks, Stay Safe!

Upcoming Events

- The Citywide Charity Campaign is still going on through the month of October. If you haven't made your annual pledge yet, now is the time to make it count.
- Our annual Toy Drive is coming up on November 15th- December 8th benefiting St. Luke's Hospital. The event is held in partnership with Costco, SFPD, and the San Francisco Police Credit Union. Be on the lookout for collections bins soon.
- On November 28th, SFPAL will be participating in the #GivingTuesday campaign, a global event of fundraising. More information to come soon.
- On December 22, Boston Properties will be hosting its annual Winter Wonderland event in partnership with SFPAL and SFPD at which 200 youth will be treated to a fun day out on the ice skating rink. That's all for now folks, take care. Your SFPAL Team



FIRST RESPONDER APPRECIATION DAY

SEATTLE San Francisco

SEAHAWKS vs 49ers

LEVI'S® STADIUM

SUNDAY, NOVEMBER 26TH 1:05 P.M.

TICKETS \$75.00 EACH
INCLUDES A GIVE-AWAY SURPRISE (DAY OF THE GAME)

PURCHASE TICKETS VIA **PAYPAL** AT **BALEAF.ORG** CLICK ON DONATE AND MAKE DONATION FOR 75.00 FOR EACH TICKET. ONCE RECEIVED AND CONFIRMED, YOU WILL RECEIVE AN EMAIL RECEIPT WITH A LINK. TICKETS WILL BE AVAILABLE TO PRINT THE MONDAY BEFORE THE GAME NOVEMBER 20TH AT 10:00 AM

PROCEEDS FROM TICKET SALES HELP ASSIST BAY AREA FIRST RESPONDERS AND THEIR FAMILIES WHO HAVE EXPERIENCED A LINE OF DUTY DEATH, CATASTROPHIC EVENT, INJURY OR ILLNESS.



FOR QUESTIONS PLEASE CONTACT:
KELLY (650)921-9283 KELBLKGA@AOL.COM
CANDY (510)604-6094 CJH869@ICLOUD.COM



Sports



Nick's Notes



By Nick Shihadeh,
Journal Sports Editor

Seals Softball Team in Vegas

CHECK IT OUT: The Seals #1 tournament team was in Las Vegas on Oct. 12th, 13th, and 14th for the Police Softball World Series Tourney. It was a somber time to be there as it wasn't too far removed from the Mandalay Bay concert shooting tragedy that had taken place. The team responded to the location of the incident where a memorial was in place for the many victims of that fateful night. They were able to locate the shrine that had been set-up in honor of Stacey Etcheber (our own Vinnie Etcheber's wife). See the pic they took with the large "Thin Blue Line" flag while surrounding

Stacey's photo, flowers, candles, small American flags, and of course SFPD patches. The guys were also able to flag down a Vegas Police Officer in order to pose with him too (see that pic also accompanying this column).

As far as the tournament was concerned, the Seals played well despite having heavy hearts. Playing against some very stiff competition, the Seals put up a respectful 3-3 record and were able to take 17th place amongst 38 total teams that competed. The Seals #1 tournament team was managed by **Mike Alexander** and also included the likes of: **Mike Hara, Mike Tursi, Dave Colclough, Dustin "Moose" Colclough, Eric "Snatch" Barreneche, Ray Biagini, Tim Brophy, Steve Filippi, Tyler Dove** and **Pat Cummins** who was the team MVP that week.

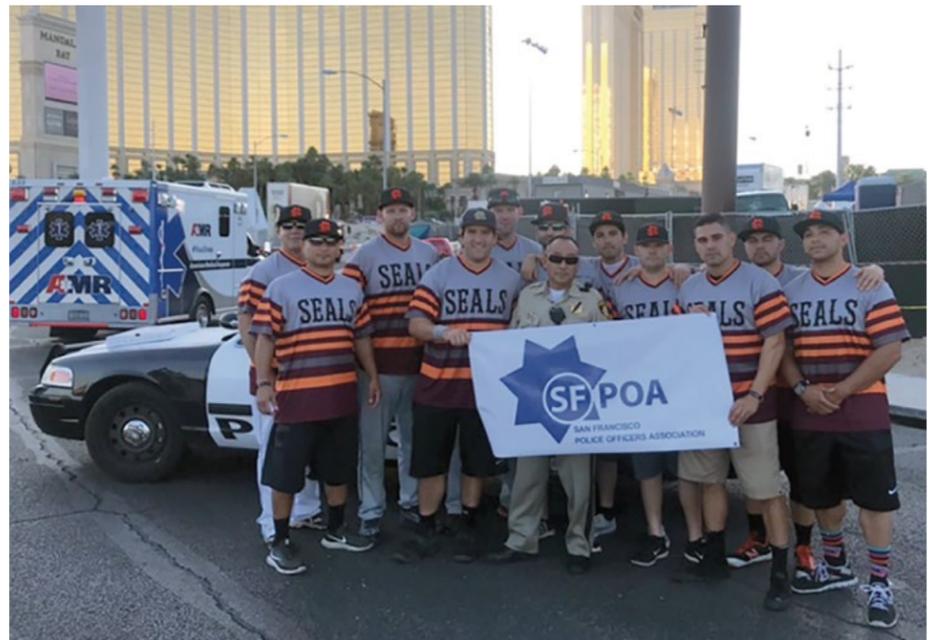
I want to thank the Seals for sending me the photos from their trip, for representing the department and the POA very well as usual, and of course for honoring the memory of Stacey Etcheber. It's been a rough time for us these days, and the great gesture that was put out by the Seals in Vegas helps ease the pain just a bit.

Finally, I want to dedicate this month's column to **Stacey Etcheber** as well as to the memory of **Rochelle Anderson (Tim Anderson's wife** who suddenly passed away recently). I also want to dedicate it to **Elia Lewin-Tankel** who at the writing of this piece is still in the hospital in a coma from when he was run over by a fleeing suspect.

That's all for now; stay well and safe and So See Ya next month....



(L to R) Bottom row: Pat Cummins, Tim Brophy, Mike Tursi, Eric Barreneche, Ray Biagini, Tyler Dove. Top row: Dustin Colclough, Dave Colclough, Mike Alexander, Steve Filippi, Mike Hara.



The Seals posing with one of Vegas PD's finest.

Sixth SFPOA Sports Hall of Fame Induction

Friday, November 10, 2017

Hosted Cocktails: 1800 hrs. – 1900 hrs.

Dinner 1900 hrs. – \$40 per person

Italian-American Athletic Club

Stockton St. at Union St.

To RSVP for more info and tickets contact the POA at 415-861-5060 no later than Friday, November 3, 2017

The following group of outstanding athletes will be inducted:



- Glenn Ortega – Softball/Baseball
- Jake Fegan – Baseball/Softball/Basketball
- Kevin Worrell – Softball
- Nick Shihadeh – Special Category
- Rafael Labutan – Life Time Achievement
- Frank Machi – Soccer/Skiing



Special Guest Inductee:

Retired Commander Raymond Canepa – Baseball



Journal End Point — Pink is the New Blue



Members of the SFPD Muni Task Force donning pink Tees to show support for Breast Cancer Awareness Month, October 2017.

— A. Hurwitz





1
EVENT ONE:
5K Walk & Fun Run



2
EVENT TWO:
Plunge in the
San Francisco Bay!



3
EVENT THREE:
Test your strength in the
legendary Cable Car Pull!

Presented by:  Benefiting: 

\$25 registration per person, per event. Additional fundraising is encouraged and equals awesome incentive prizes! All proceeds benefit Make-A-Wish® Greater Bay Area. Your bravery will help them be brave. Details and registration at www.bravethebay.com

SATURDAY, DECEMBER 2, 2017 - AQUATIC PARK

Register today for this lively holiday-themed event perfect for San Franciscans of any age!
Choose from **three** different athletic challenges, or participate in all three!

